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News Summary

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The University of Delaware is battling a "perception" of racism attached to the institution. Story on Page 17.

The number of foreign students at U.S. colleges rose by 3.3 per cent last year, a rate of growth significantly slower than it was in the 1970's. Story on Page 21.

A tax bill now in Congress has college officials worried that "tuition remission" plans may lose their tax exemption. Story on Page 23.

The excise tax paid by private foundations would be cut in half by legislation awaiting action in the House of Representatives. Story on Page 23.

The transfer of college football's biggest star from the University of Oklahoma to the University of Southern Mississippi has focused attention on the N.C.A.A.'s controversial "transfer rule." Story on Page 27.

A new formula for financing South Africa's universities will lead to further discrimination against black students, critics say. Story on Page 31.

Science in Canada could be "seriously compromised" in the future unless university financing is dramatically improved, scientists have warned. Story on Page 31.

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Early Surveys Find Enrollment Holding Steady

Some colleges unaffected by decline in 18-year-olds

By JACK MAGARRELL

Reports on college enrollment this fall indicate that demography has been overcome by economics.

The population of 18-year-olds took its first big drop—down 4 per cent from last year—but the long-foreseen decline is not reflected in preliminary enrollment figures.

Overall enrollment appears to be holding steady, with individual institutions gaining or losing students in response to economic influences.

On some campuses, numbers are rising because of a lack of competition from the job market, or because of intensified recruiting. On others, enrollments are falling because of higher tuition rates, or because of enrollment ceilings dictated by budget limitations.

Falloff Reversed

A survey of enrollment at private colleges and universities, completed last week, found a reversal of last year's decline in freshman enrollment, although total private-campus enrollment remained about the same as last year.

Data being tabulated last week from surveys of public colleges and universities were expected to show enrollment remaining steady at large land-grant universities and increasing slightly at other public four-year institutions. Some growth in enrollment also was expected at proprietary institutions.

The National Institute of Independent

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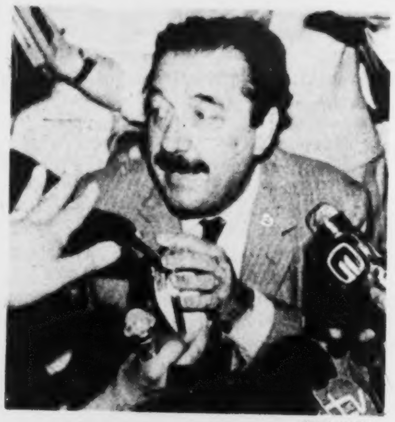

WIDE WORLD

Raúl Alfonsín, president-elect of Argentina, says education will have the top priority in his government.

Argentine Victor Backs Autonomy for Universities

By CRISTINA BONASEGNA

BUENOS AIRES

Thousands of Argentine students, workers, pensioners, and housewives took to the streets of Buenos Aires last week to celebrate the victory of Raúl Alfonsín, the Radical Party's presidential candidate, and to hail the country's long-awaited return to democracy.

His election ended almost eight years of military rule.

Mr. Alfonsín, a 57-year-old lawyer, has pledged to make education the first priority of his government, to deemphasize military spending, and to abolish compulsory military service. He was the clear choice of many students and intellectuals, and his victory brought hopes that Argentina's underfinanced and tightly controlled university system would enjoy a period of pros-

Continued on Page 32, Column 1

Battle Heats Up over Domination of Sports Group

NCAA girds to fight ACE on college presidents' role

By N. SCOTT VANCE

The debate intensified last week over how best to get college presidents more involved in running the National Collegiate Athletic Association, as two groups began lobbying on behalf of their separate proposals for doing so.

The N.C.A.A. council endorsed the less sweeping of the two proposals, both of which would create a 44-member board of presidents within the association.

The council, the association's governing body, planned last week to send letters to the presidents of all N.C.A.A. institutions, urging them to support its proposal.

The letters, according to an association spokesman, would also urge campus chiefs to defeat a competing proposal sponsored by a committee of the American Council on Education.

That committee's proposal would also create a board of presidents, but would vest it with far greater authority to control the association than would the N.C.A.A. council's proposal. Both proposals will be voted on at the association's annual convention in Dallas in January.

Campaign Just Beginning

Jack W. Peltason, president of the American Council on Education, said members of his organization's panel were "just now beginning" a campaign to urge their colleagues to support their proposal.

Under both proposals, the board of presidents would be elected by the association, and its members would serve three-year terms.

The N.C.A.A. council's proposal, which was drafted by a special committee studying problems in college sports, would allow the board to advise and make recommendations to the association—but not to control its activities. That committee also made other recommendations to the council and published its final report last week. (For details of the committee's proposals, see story and text on Page 29).

The board of presidents, as envisioned

Continued on Page 30, Column 1

American and Soviet Scientists Predict 'Nuclear Winter' in Wake of Blast

WASHINGTON

The long-term atmospheric effects of a large-scale nuclear exchange could include subfreezing temperatures, protracted darkness, and greater exposure to radioactivity than had previously been projected, according to new findings presented at a conference here last week.

A group of researchers led by Carl Sagan, professor of astronomy and space sciences at Cornell University, told approximately 600 scientists, government officials, and activists that the projected "nuclear winter" could also spread to the Southern Hemisphere, where the potential effects of nuclear war had been thought to be minimal.

Addressing the conference via satellite, a group of Russian scientists, led by Evgeny P. Velikhov, vice-president of the Soviet Academy of Sciences, presented evidence from studies conducted in their country that confirmed the Americans' major findings. According to a spokesman for the conference organizers, the telecon-

Continued on Page 9, Column 5

In the 'Scholarship' Section

University researchers and federal officials were urged last week to "exercise vigilance" in protecting the process of scientific review of proposals for research or new facilities before funds are awarded by Congress.

The statement by the National Academy of Sciences came a week after the Association of American Universities expressed concern over attempts by universities to lobby Congress directly for research facilities. See Page 12.

BETTMANN ARCHIVE

Scholars are trying to explain, if not excuse, virulent attacks by Martin Luther on the Jewish people, as the five hundredth anniversary of his birth is marked this week. They agree that there is much to celebrate in other aspects of his life, and some hope to shed light on what has been called "*the* black spot on Luther's record." See Page 7.

Principles of Quality Drafted for Continuing Education

ARLINGTON, VA.

The Council on the Continuing Education Unit has developed a set of guidelines to help all organizations that offer continuing education and training to improve the quality of their programs. Such organizations include colleges and universities, business and industrial companies, professional associations, and government agencies.

The guidelines, called "Principles for Good Practice in Continuing Education," assume that students who enroll in such courses, unlike those in traditional college programs, are primarily interested in expanding their knowledge and improving their skills so they can advance in their jobs.

Now in draft form, the document proposes that continuing-education programs emphasize education for the individual learner who has a particular interest or problem. Offerings should be designed so that when he enrolls the student will know which new skills he should master by the time he completes a course.

The guidelines, which cover quality in course content and format, student performance, marketing, record keeping, and other topics, were not designed for "accrediting, licensing, certifying, or regulating" purposes, said Grover J. Andrews, associate vice-chancellor for extension and public service at North Carolina State University.

Rather, they were designed "for organizations to use as a companion piece for their own criteria or as a reference document." said Mr. Andrews, who directed the council's three-year project to develop the document. "Essentially, we are saying, 'If you want to develop standards, here are 18 principles for good practice that could serve as guidelines.' "

The council hopes the new quality guidelines, when they are published in final form next year, will help improve the status of the growing continuing-education field.

"As continuing education moves from the margin to the core of colleges and universities and business and industry, it becomes more vulnerable to attack. The first salvo everyone fires is, Can you defend your quality?" Adelle F. Robertson, dean of continuing education at the University of Virginia, told a group of continuing-education and training administrators who met here last week to offer critiques of the draft.

The new document will be evidence that the field is concerned about quality, said Ms. Robertson, who is also president of the National University Continuing Education Association.

The guidelines were developed by the council after a study, co-sponsored by the continuing-education association, indicated that a common set of standards for continuing education did not exist, although the vast majority of organizations that offer programs thought there was a need to improve quality assurance.

—BEVERLY T. WATKINS

U. of Delaware

Continued from Preceding Page

three years, they've worked very effectively together. We find it very easy to talk, discuss, and examine what used to be very emotional problems."

But, while university officials say past campus race relations are on the mend, many black students disagree. They say the gap between black and white students is as wide as ever and may be getting wider.

"The administrators say there is no racism," Mr. Lansey says, "but they leave campus every day. That's why nothing is being done, because they don't perceive it the way we do."

Black students say the overall problem is that the university has concentrated its efforts on getting them to enroll, and has done little to make them feel welcome once they arrive.

No one doubts the university's academic integrity. "Academically, I've adjusted to the system," says Mr. Lansey. "But socially and culturally, there is nothing."

He adds that any sincerity expressed by the university is diminished by "the lack of a support system, because there are so few black faculty and administrators to look up to. Before they begin recruiting more black students, they're going to have to hire more black personnel."

Only 17 of the university's 800 faculty members are black, and 38 blacks are considered administrators or professional-staff members. The university says it wants to improve those numbers, and, although there is a hiring freeze, it doesn't apply to black faculty members.

Officials admit progress may be slow. Such difficulties, says Mr. Graziano, "take a generation to address and another generation to solve."

That is not fast enough for black students, who say the university must think more in terms of the present than of the future if the black presence is to increase substantially.

"Instead of just recruitment," suggests Ms. Adams, "the university should work to make black students happier so they can recruit other black students instead of telling them not to come here."

To do so, she says, the university needs to pay as much attention to the attitudes of white students as it claims to pay to the black recruitment effort. For one thing, she and other black students say, the unprecedented black recruitment effort has tended to make many white students believe that black students get undeserved special attention. That belief tends to propagate the hostile environment that black students say they find themselves in.

"Blacks are the strangers here," Ms. Adams says. "There has been no administrative mandate to acculturate both races.

"I'm here to change things, or to try anyway. I might get defeated, but I'm going to give it one hell of a shot."

Surveys Find Enrollment Holding Firm, Even

Continued from Page 1

Colleges and Universities reported last week that enrollment at private institutions was up less than 1 per cent. The rise was generally attributed to an increase of nearly 3 per cent in the number of part-time students.

Private liberal-arts colleges reported an average increase of 6 per cent in part-time enrollment, and private two-year colleges reported nearly 10 per cent more part-time students than a year ago.

Enrollment at private universities and comprehensive institutions—those having at least one professional program in addition to liberal arts—was essentially unchanged from a year ago, declining a fraction of 1 per cent.

About 30 per cent of the private institutions reported enrollment increases of 5 per cent or more, while 18 per cent reported losses of 5 per cent or more.

The private-college survey, based on data from 1,184 out of a total of 1,547 private institutions, found the enrollment of full-time beginning freshmen had increased a little more than 1 per cent. That was a marked contrast with the report a year ago, which said the number of entering freshmen at private institutions had declined 4 per cent.

N.Y. Community Colleges Gain

Although colleges have felt some recovery from the national recession, officials said that tougher competition for jobs and employers' needs for more highly trained workers continue to encourage enrollment—especially in community colleges.

Continued growth of the community-college population kept total enrollment in the State University of New York system above last year's total.

The system's 30 community colleges enrolled 188,538 students this fall, an increase of 3.5 per cent, preliminary data showed.

The combined enrollment at SUNY's 34 state-operated universities and colleges went down 0.7 per cent, to 193,230. Officials said the decrease was the result of deliberate reductions planned to keep enrollment within budget limits.

The Illinois board of higher education last week reported a drop of 7.7 per cent in enrollment in community colleges, compared with last fall. Public universities reported a decline of 1.7 per cent, and private institutions a gain of 0.8 per cent. For all institutions combined, Illinois enrollment was down 4.3 per cent.

The number of students on the 19 campuses of the California State University system declined by 0.5 per cent this fall, to a total of 314,220, but in terms of the equivalent of full-time students, enrollment was up slightly. Officials said many students might have signed up for more credit hours,

FACT-FILE

Changes in Fall Enrollment at Private Institutions, 1982 to 1983

Type of Institution	Full-time students			Part-time students	All students	
	New freshmen	Undergraduates	Total		Full-time equivalents	Head-count
Universities	+ 1.28%	+ 2.55%	+ 0.20%	− 1.16%	+ 0.06%	− 0.07%
Comprehensive colleges	+ 1.27%	− 0.14%	− 0.87%	+ 0.97%	− 0.61%	− 0.24%
Liberal-arts colleges	+ 0.50%	+ 0.23%	+ 0.19%	+ 6.15%	+ 0.73%	+ 1.23%
2-year colleges	+ 1.85%	+ 0.87%	+ 2.80%	+ 9.83%	+ 3.61%	+ 4.72%
Specialized colleges	+ 3.00%	+ 3.15%	+ 1.63%	+ 2.60%	+ 1.87%	+ 1.87%
All types	+ 1.17%	+ 0.92%	+ 0.29%	+ 2.84%	+ 0.59%	+ 0.88%
Region						
Midwest	+ 2.39%	+ 1.52%	+ 0.81%	+ 3.45%	+ 1.13%	+ 1.06%
Mid-Atlantic	+ 0.98%	+ 0.01%	+ 0.11%	+ 1.17%	+ 0.23%	+ 0.45%
Northeast	− 1.31%	+ 1.27%	− 1.20%	+ 2.00%	− 0.81%	− 0.23%
South	+ 4.01%	+ 0.69%	+ 1.57%	+ 6.15%	+ 2.03%	+ 2.57%
West	− 0.17%	+ 1.19%	+ 1.06%	+ 3.18%	+ 1.31%	+ 1.53%

Proportion of institutions with enrollment gains of 5 per cent or more

Type of Institution	Full-time students			Part-time students	All students	
	New freshmen	Undergraduates	Total		Full-time equivalents	Head-count
Universities	34.15%	2.44%	6.98%	12.50%	6.98%	7.32%
Comprehensive colleges	29.92%	16.40%	14.63%	33.33%	12.19%	16.40%
Liberal-arts colleges	41.05%	24.19%	23.84%	51.40%	24.95%	27.08%
2-year colleges	49.99%	41.21%	41.60%	47.01%	43.34%	45.69%
Specialized colleges	43.71%	30.81%	33.23%	40.42%	34.84%	34.03%
All types	41.24%	26.12%	27.21%	44.50%	28.13%	29.68%
Region						
Midwest	41.73%	28.15%	30.22%	42.77%	30.67%	28.85%
Mid-Atlantic	39.37%	21.62%	21.36%	45.19%	23.85%	27.70%
Northeast	34.48%	19.33%	19.50%	45.20%	20.40%	25.00%
South	48.08%	30.52%	30.35%	47.77%	31.64%	34.17%
West	42.27%	34.58%	38.13%	39.99%	36.23%	34.52%

Proportion of institutions with enrollment losses of 5 per cent or more

Type of Institution	Full-time students			Part-time students	All students	
	New freshmen	Undergraduates	Total		Full-time equivalents	Head-count
Universities	19.52%	9.76%	4.65%	22.50%	2.33%	4.88%
Comprehensive colleges	29.07%	11.48%	15.45%	32.50%	13.82%	13.12%
Liberal-arts colleges	36.38%	22.08%	21.31%	32.80%	18.61%	17.21%
2-year colleges	34.03%	26.36%	22.82%	42.54%	19.33%	17.86%
Specialized colleges	37.71%	31.33%	28.44%	40.42%	24.92%	23.89%
All types	34.74%	22.73%	22.32%	35.61%	19.40%	18.36%
Region						
Midwest	37.22%	21.47%	23.15%	37.25%	17.57%	17.30%
Mid-Atlantic	35.04%	19.30%	17.43%	31.84%	16.36%	14.39%
Northeast	32.76%	22.64%	21.50%	31.07%	16.92%	18.00%
South	33.17%	29.11%	27.77%	38.84%	24.89%	23.21%
West	34.02%	21.49%	22.31%	40.84%	23.91%	16.87%

SOURCE: NATIONAL INSTITUTE OF INDEPENDENT COLLEGES AND UNIVERSITIES

Foreign Students' Increase Slackens to 3.3 Pct. in Year

NEW YORK

The number of foreign students at American colleges and universities rose by 3.3 per cent in 1982-83 to a total of 336,985, the Institute of International Education is reporting this week.

The rate of growth, however, has slowed significantly since the late 1970's, when it exceeded 10 per cent a year. The conditions that make American colleges and universities attractive to foreign students, the institute said, have "eroded noticeably in the last two years."

"Services have suffered, financial aid has been reduced, and requirements for admission have become more difficult to meet," said Elinor Barber, the institute's research coordinator.

"There is room for disagreement about whether 'major' changes have occurred that might significantly affect the flow of foreign students to public institutions to higher education. What is clear is that some aspects of current trends warrant attention."

Richard M. Krasno, president of the institute, attributed the decline in the growth rate to "the worldwide economic recession of the early 1980's." The recession has had an especially dramatic effect on third-world countries, which account for 80 per cent of all foreign students in the United States, he said.

Despite a sharp drop in their numbers since 1980, students from Iran still made up the largest single group of foreigners at U.S. colleges. The institute reported that 26,760 Iranians were studying in the United States in 1982-83, down 25.4 per cent from the previous year and down almost 50 per cent from 1979-80.

Other countries with large numbers of foreign students last year were Taiwan, with 20,770; Nigeria, 20,710; Venezuela, 15,490; Malaysia, 14,070; Canada, 14,020; Japan, 13,610; India, 12,890; South Korea, 11,360; and Saudi Arabia, 9,250.

Over all, members of the Organization of Petroleum Exporting Countries supplied 26 per cent of all foreign students in 1982-83, but the number from OPEC members in the Middle East generally declined. Compared with 1981-82, the number of students from Libya was down 26.9 per cent; from Algeria, 9.6 per cent; and from Saudi Arabia, 9.5 per cent.

In contrast, enrollments rose among students from non-Mideast members of OPEC such as Ecuador, Indonesia, Nigeria, and Venezuela. Students from those four countries made up 48 per cent of all OPEC students in 1982-83, compared with 41 per cent a year earlier.

The institute's census also found that:

► Twenty third-world countries—most of them either OPEC members or Asian countries such as China, South Korea, and Taiwan—provided 200,000 of the 336,985 foreign students in the U.S. The remaining 134 less-developed countries sent 75,000 students.

► Twenty-three per cent of the foreign students were studying engineering, followed by 18 per cent in business and management and 16 per cent in the sciences, mathematics, and computer studies.

► Seventy colleges and universities enrolled more than 1,000 foreign students each. The top five were Miami-Dade Community College, 4,186; University of Southern California, 3,651; University of Texas at Austin, 2,944; Columbia University, 2,824; and the University of Wisconsin at Madison, 2,680.

In addition to the annual census of foreign students, the institute is releasing a report by Ms. Barber on a survey of 904 public colleges and universities on policy changes that could affect foreign-student enrollment.

"Although we found no recent groundswell of activity that might affect the flow of foreign students to U.S. universities, some 30 per cent of the responses indicated that adverse admissions policies had been adopted and 23 per cent indicated unfavorable tuition policies," Ms. Barber wrote.

In some cases, she added, institutions reduced the number of tuition waivers they provided for foreign students or added a tuition surcharge above what they charged American students from other states.

Virtually all of the colleges that had adopted new tuition policies for foreign students said they had done so because of financial considerations, Ms. Barber reported.

However, 39 per cent of the institutions that had adopted tougher entrance requirements for foreign students said they had done so to maintain or raise academic quality.

Based on the survey, Ms. Barber concluded, among other things, that:

► "Foreign students who come to these colleges and universities will find some decrease in the adequacy of services that are provided for them."

► "Changes with regard to financial assistance and qualifications for admission are more likely to be adverse than favorable."

The annual census of foreign students is conducted by the Inter-Associational Committee on Data Collection, which includes representatives of the American Association of Collegiate Registrars and Admissions Officers, the Institute of International Education, and the National Association for Foreign Student Affairs.

The final report—*Open Doors, 1982-83*—will be published in early 1984. Those wishing price and ordering information should send a stamped, self-addressed postcard to *Open Doors*, Office of Communications, Institute of International Education, 809 United Nations Plaza, New York 10017.

—MALCOLM G. SCULLY

FACT-FILE

Foreign Students in U.S. Institutions

Institutions with Largest Enrollment

Rank	Institution	Number of foreign students	Proportion of total enrollment
1.	Miami-Dade Community College	4,186	11.2%
2.	University of Southern California	3,651	12.4%
3.	University of Texas at Austin	2,944	6.1%
4.	Columbia University and Teachers College, and Barnard College	2,824	12.5%
5.	University of Wisconsin at Madison	2,680	6.3%
6.	George Washington University	2,568	13.4%
7.	University of Michigan at Ann Arbor	2,396	6.8%
8.	Southern Illinois University at Carbondale	2,319	9.8%
9.	Ohio State University, main campus	2,262	4.2%
10.	University of Minnesota at Minneapolis-St. Paul	2,212	3.4%
11.	Boston University	2,187	7.8%
12.	Louisiana State University at Baton Rouge	2,109	6.8%
13.	Oklahoma State University, main campus	2,101	9.0%
14.	Texas Southern University	2,093	25.2%
15.	University of Miami	2,063	14.1%
16.	University of California at Los Angeles	2,054	5.9%
17.	State University of New York at Buffalo	2,051	8.7%
18.	Northeastern University	2,050	5.3%
19.	New York University	1,999	6.2%
20.	Harvard University	1,986	12.5%
21.	University of Southwestern Louisiana	1,984	12.6%
22.	Massachusetts Institute of Technology	1,981	20.7%
23.	University of Houston, central campus	1,980	6.5%
24.	North Texas State University	1,941	10.3%
25.	Indiana University at Bloomington	1,872	5.7%
26.	Howard University	1,859	16.2%
27.	University of Florida	1,847	5.4%
28.	Iowa State University	1,817	7.2%
29.	University of Pennsylvania	1,811	8.1%
30.	Stanford University	1,742	12.6%
31.	University of California at Berkeley	1,726	5.9%
32.	University of Kansas	1,688	6.9%
33.	Michigan State University	1,679	3.9%
34.	American University	1,636	14.6%
35.	Texas A&M University, main campus	1,618	4.5%
36.	California State University at Long Beach	1,601	4.4%
37.	University of Illinois at Urbana-Champaign	1,600	4.6%
38.	California State University at Los Angeles	1,573	6.9%
39.	University of Maryland at College Park	1,566	4.2%
40.	University of Pittsburgh, main campus	1,557	5.3%
41.	Ohio University, main campus	1,537	9.8%
42.	Pennsylvania State University, main campus	1,495	4.1%
43.	University of Missouri at Columbia	1,490	6.0%
44.	Brigham Young University, main campus	1,474	5.0%
45.	University of Arizona	1,440	4.7%
46.	University of Oklahoma at Norman	1,423	6.5%
47.	Cornell University	1,417	7.8%
48.	University of Texas at Arlington	1,402	6.3%
49.	University of Toledo	1,394	6.5%
50.	University of Hawaii at Manoa	1,392	6.7%
51.	University of Iowa	1,376	4.8%
52.	University of San Francisco	1,346	21.5%
53.	University of Texas at El Paso	1,340	8.9%
54.	Purdue University, main campus	1,269	3.9%
55.	University of Illinois at Chicago Circle	1,268	6.0%
56.	Arizona State University	1,263	3.2%
57.	University of Washington	1,255	3.6%
58.	Southern University A&M College, main campus	1,250	13.7%
59.	California State University at Fresno	1,221	7.5%
60.	University of Wisconsin at Milwaukee	1,212	4.6%
61.	Northrop University	1,200	70.5%
62.	State University of New York at Stony Brook	1,140	7.7%
63.	Wayne State University	1,113	3.7%
64.	University of Georgia	1,097	4.2%
65.	Syracuse University, main campus	1,094	5.2%
66.	Georgetown University	1,056	8.8%
67.	Utah State University	1,055	9.5%
68.	University of Oregon, main campus	1,053	6.8%
69.	Southeastern University	1,037	64.9%
70.	Oregon State University	1,002	6.0%

Distribution by Field of Study

Field of study	1981-1982		1982-1983	
	Number of foreign students	Proportion of foreign students	Number of foreign students	Proportion of foreign students
Agriculture	8,880	2.7%	8.540	2.5%
Allied health	3,090	1.0%	3,110	0.9%
Architecture & environmental design	6,340	1.9%	6,060	1.8%
Area & ethnic studies	2,280	0.7%	1,030	0.3%
Business	59,420	18.2%	60,960	18.1%
Communications	4,810	1.5%	3,690	1.1%
Computer & information sciences	15,690	4.8%	18,310	5.4%
Construction trades	290	0.1%	440	0.1%
Education	12,410	3.8%	12,260	3.6%
Engineering	62,300	19.1%	64,790	19.3%
Engineering related technologies	11,350	3.5%	11,390	3.4%
English language	14,700	4.5%	13,610	4.0%
Foreign languages	2,810	3.9%	11,990	3.6%
Health sciences	8,480	2.6%	8,860	2.7%
Home economics	2,330	0.7%	1,900	0.6%
Industrial arts	520	0.2%	970	0.3%
Interdisciplinary studies	4,280	1.3%	2,290	0.7%
Law	1,790	0.5%	1,580	0.4%
Letters	6,300	1.9%	5,610	1.7%
Liberal & general studies	5,530	1.7%	9,650	2.9%
Library & archival sciences	630	0.2%	520	0.2%
Life sciences	9,550	2.9%	9,490	2.8%
Mathematics	6,930	2.1%	7,370	2.2%
Military technologies	210	0.1%	320	0.1%
Parks & recreation	110	—	180	0.1%
Personal & social development †	290	0.1%	1,500	0.4%
Philosophy & religion	610	0.2%	960	0.3%
Physical sciences	14,190	4.4%	15,500	4.6%
Protective services	430	0.1%	480	0.2%
Psychology	3,340	1.0%	3,280	0.9%
Public affairs	2,900	0.9%	2,580	0.8%
Science technologies	1,130	0.3%	1,840	0.6%
Social sciences	16,140	5.0%	16,360	4.8%
Theology	2,750	0.8%	2,380	0.7%
Visual & performing arts	8,330	2.6%	8,460	2.5%
Undeclared	22,660	6.9%	25,580	7.6%
Total	**326,300**	**100.0%**	**336,990**	**100.0%**

† Includes basic skills, citizenship & civic activities, health-related activities, interpersonal skills, leisure & recreational activities, and personal awareness.

Where They Come From

Rank	Country or territory	Students	Rank	Country or territory	Students
1.	Iran	26,760	26.	France	3,170
2.	Taiwan	20,770	27.	Brazil	3,060
3.	Nigeria	20,710	28.	Turkey	2,970
4.	Venezuela	15,490	29.	Israel	2,620
5.	Malaysia	14,070	30.	Singapore	2,460
6.	Canada	14,020	31.	Jamaica	2,420
7.	Japan	13,610	32.	Egypt	2,300
8.	India	12,890	33.	Bangladesh	2,130
9.	Republic of Korea	11,360	34.	Libya	2,120
10.	Saudi Arabia	9,250	35.	Kenya	2,050
11.	Hong Kong	8,610	36.	Peru	1,970
12.	Mexico	7,260	37.	Ethiopia	1,840
13.	Lebanon	7,110	38.	Iraq	1,840
14.	Jordan	6,820	39.	Ghana	1,760
15.	Thailand	6,800	40.	Syria	1,740
16.	China	6,230	41.	Trinidad & Tobago	1,720
17.	United Kingdom	5,880	42.	Italy	1,680
18.	Indonesia	5,030	43.	Cyprus	1,660
19.	Vietnam	4,920	44.	El Salvador	1,660
20.	Greece	4,840	45.	Cuba	1,600
21.	Colombia	4,760	46.	Australia	1,530
22.	Pakistan	4,070	47.	Bahamas	1,510
23.	West Germany	3,730	48.	Panama	1,500
24.	Kuwait	3,520	49.	Netherlands	1,450
25.	Philippines	3,400	50.	Norway	1,390

SOURCE: INSTITUTE OF INTERNATIONAL EDUCATION

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News Summary

Articles on inside pages

Medical students are not being taught how to think analytically, participants at the annual meeting of the Association of American Medical Colleges were told. Story on Page 13.

"Hackers"—people who break into computer systems and manipulate information—can sometimes be spotted by their programming style. Story on Page 16.

Workers on college and university campuses are frequently overqualified for the jobs they do—a situation that can lead to frustration and low morale in the work force, some experts have warned. Story on Page 21.

A House subcommittee has approved a bill to halt efforts to tax faculty-housing subsidies and another to extend for two years the tax exemption for tuition-assistance plans. Story on Page 17.

The latest attempt to earmark appropriations for construction at particular universities was defeated last week in the House of Representatives. Story on Page 17.

Leaders of women's sports programs, meeting in Washington, expressed concern that the growth of opportunities for women in sports may be slowing. Story on Page 23.

The new government in Argentina will reform the country's universities when it takes power next month, according to the newly designated Minister of Education and Justice. Story on Page 29.

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BENEFITING FROM STOCK BOOM

College Endowments Return a Record 42 Pct. in One Year

By JACK MAGARRELL

Thanks to a booming stock market, the average total return on college and university investments in the 12 months ending last June 30 was a record-setting 42.2 per cent.

That figure comes from the preliminary report of an annual survey by the National Association of College and University Business Officers. It takes account of changes in the market value of the investments plus interest and dividends.

The return in fiscal 1983 was a welcome change from the previous year's experience—a net loss of 0.9 per cent.

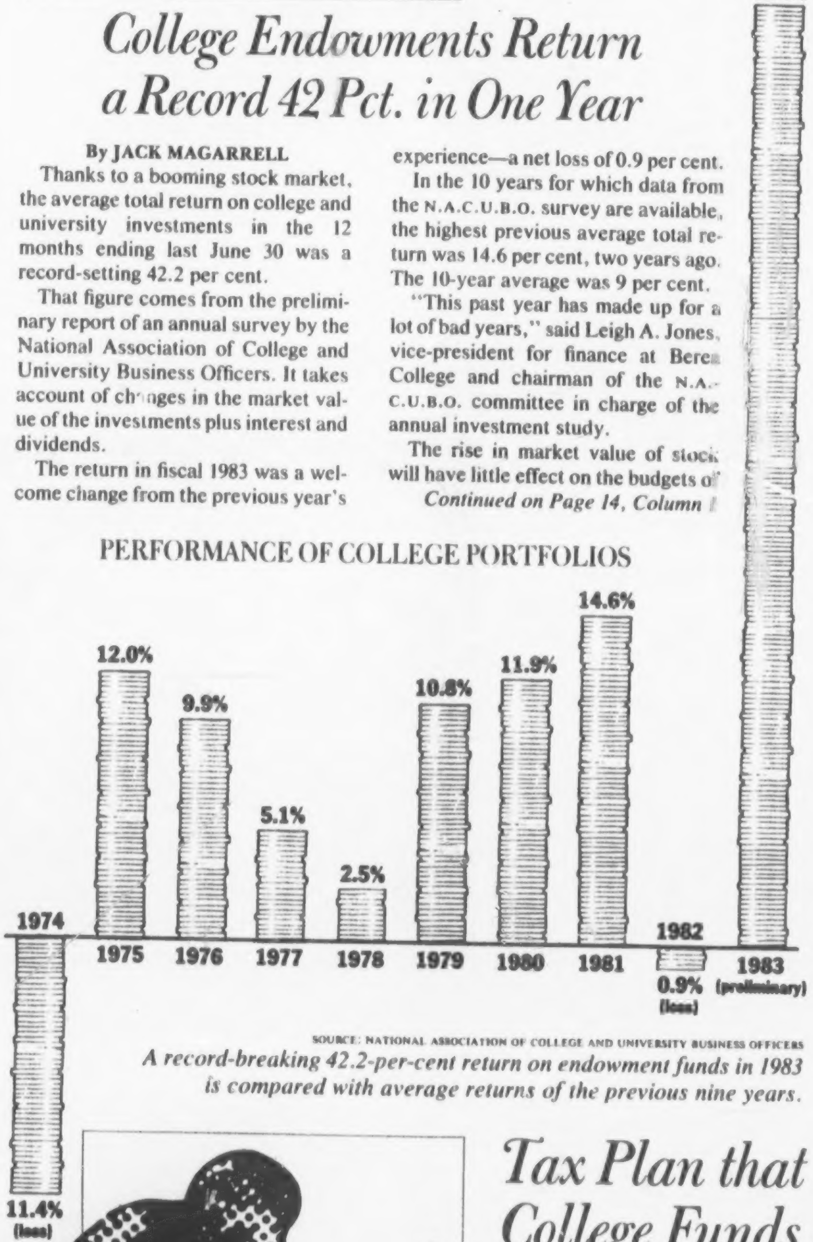
In the 10 years for which data from the N.A.C.U.B.O. survey are available, the highest previous average total return was 14.6 per cent, two years ago. The 10-year average was 9 per cent.

"This past year has made up for a lot of bad years," said Leigh A. Jones, vice-president for finance at Berea College and chairman of the N.A.C.U.B.O. committee in charge of the annual investment study.

The rise in market value of stock will have little effect on the budgets of

Continued on Page 14, Column 1

PERFORMANCE OF COLLEGE PORTFOLIOS



SOURCE: NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY BUSINESS OFFICERS

A record-breaking 42.2-per-cent return on endowment funds in 1983 is compared with average returns of the previous nine years.

U.S. Panel Hits Erosion of Aid to the Needy

Can 'only the wealthy be healthy and wise'?

By JANET HOOK

WASHINGTON

Federal financial aid for the nation's neediest college students has been eroded by a "quiet, unintended shift of attention and funding" toward programs helping those from middle-income families, a national commission reported last week.

Unless that trend is checked, "we will drift into becoming a country where only the wealthy can be healthy and wise," said Kenneth G. Ryder, president of Northeastern University and a member of the National Commission on Student Financial Assistance.

The House Subcommittee on Postsecondary Education heard testimony from Mr. Ryder and other members of the commission in a presentation of the results of their two-year study of a wide range of student-aid issues.

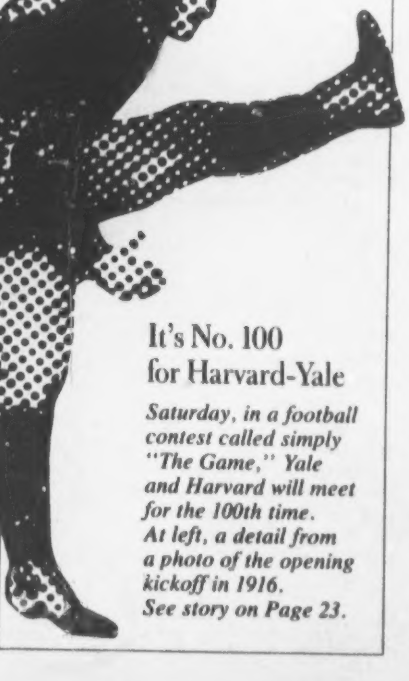
The commission also:

► Called for the establishment of a "master calendar" for the processing of federal aid, to allow students to plan their college finances in a more timely fashion than at present.

► Found that some $6.6-billion of aid from the private sector had gone unused each year.

The commission, which held its final meeting last week, is still putting the finishing touches on some of its studies, and it

Continued on Page 20, Column 1



It's No. 100 for Harvard-Yale

Saturday, in a football contest called simply "The Game," Yale and Harvard will meet for the 100th time. At left, a detail from a photo of the opening kickoff in 1916. See story on Page 23.

Tax Plan that Could Have Cut College Funds Rejected in Ohio

COLUMBUS, OHIO

Election issues in Ohio that threatened to cut public support of higher education by 25 per cent were defeated by substantial margins last week.

Presidents of public and private colleges and universities, faculty members, and students had joined in a broad coalition with other organizations to campaign against the tax-cutting measures.

Anti-tax forces, incensed by a 90-per-cent increase in state income taxes, initially found strong support for their proposals, but their large margin disappeared in the final stages of the campaign.

The outcome:

► Ballot Issue 3, to repeal all tax measures passed by the legislature since last January 1, was defeated, with 43.5 per cent of the voters for repeal and 56.5 per cent against. Repeal would have cut the state's revenue by an estimated $1.5-billion.

► Ballot Issue 2, to limit future tax increases to those approved by a three-fifths majority in the legislature, also was defeated, with 40.8 per cent of the ballots being cast for the change and 59.2 per cent against it.

The voter turnout may have been a record for an off-year election, surpassing the previous record of 3.4 mil-

Continued on Page 14, Column 1

Grains in the Sand

Archaeologists led by Southern Methodist U.'s Fred Wendorf, at right, searched areas of Egypt's upper Nile Valley for cereal grains in a quest to prove a controversial theory about the start of civilization. See story on Page 7.

Tax Plan Rejected by Ohio Voters

Continued from Page 1

lion voters in 1977, the Ohio secretary of state's office said. The number of voters in last week's election was not immediately determined, but if it reached 3.5 million it would amount to about 60 per cent of all eligible voters in the state.

Gov. Richard F. Celeste hailed the rejection of the tax-limiting proposals as an indication of the voters' "willingness to make an investment in the future of our state." The voting showed, he said, that "the citizens of this state care deeply about education."

In thanking the broad coalition of organizations that worked for defeat of the proposals, Governor Celeste singled out "educators, who really spelled out clearly the cost of repeal for education in this state."

Opponents of the Ohio tax curbs had the support of national leaders in higher education.

'Disaster' Threatened

Robert L. Clodius, president of the National Association of State Universities and Land-Grant Colleges, warned at a news conference before the election that approval of the Ohio ballot issues could signal a trend toward "disaster for the country."

Mr. Clodius said higher education could be caught between the Reagan Administration's campaign to return more responsibility to the states and a refusal by the states to raise taxes to carry out that responsibility.

As it turned out, the Ohio vote kept that state in what higher-education officials in Washington described as the predominant trend: to increase taxes when such increases are found necessary to maintain education programs and other important public services.

In last week's election, Ohio voters defeated another statewide proposal, Ballot Issue 1, which would have raised the minimum age for beer drinking to 21 from the current 19. The higher age limit was rejected by more than 58 per cent of the voters.

Higher-education officials said the drinking-age proposal had helped draw into the campaign college students who also opposed the tax-cutting proposals.

Tuition Increase an Issue

If the tax-cutting measures had won, said higher-education officials, tuition increases averaging 30 per cent would have been necessary next year to help make up the loss of state funds.

Repeal of this year's tax changes would have cost the colleges and universities $240-million of the $955-million in state money that had been appropriated for their use in the fiscal year beginning next July 1, according to estimates by the state board of regents.

The proposed requirement of a three-fifths vote to enact tax increases had been expected by opponents of the measure to be a serious impediment to raising state revenue.

The 90-per-cent increase in state income taxes was proposed by Gov. Richard F. Celeste, a Democrat, and was enacted by Democratic majorities in the legislature. The tax increase followed two fiscal years in which state spending had been cut six times because of the economic recession's effect on state revenues.

A week before Ohio voters went to the polls, Irving J. Spitzberg, Jr., general secretary of the American Association of University Professors, called a press conference in Washington to put the higher-education establishment on the record against Issues 2 and 3.

Heads of 10 national higher-education groups joined in a statement urging Ohioans to work for the defeat of the two tax issues.

"Those of us who have observed institutions of higher education attempting to cope with hard times caused by the current state of the economy have seen the damage done to the quality of higher education in other states," the joint statement said. "We have also seen the deterioration of support for higher education in California because of the effects of Proposition 13 and in Massachusetts as a result of Proposition 2½. The quality of life in both states has been affected dramatically by federal and state public policies which have not understood the importance of public support for higher education."

Signers of Election Plea

Signers of the joint statement were: the A.A.U.P.'s Mr. Spitzberg and the N.A.S.U.L.G.C.'s Mr. Clodius; Jack W. Peltason, president of the American Council on Education; Allan W. Ostar, president of the American Association of State Colleges and Universities; John D. Phillips, president of the National Association of Independent Colleges and Universities; Samuel L. Myers, executive director of the National Association for Equal Opportunity for Higher Education; Michael J. Pelczar, president of the Council of Graduate Schools in the United States; Sister Alice Gallin, executive director of the Association of Catholic Colleges and Universities; and Gary H. Quehl, president of the Council of Independent Colleges.

Kentucky, Mississippi Elect Education-Minded Governors

Mississippi's William Allain

WIDE WORLD

Kentucky's Martha Collins

Two new governors elected last week drew praise from higher-education officials.

Lt. Gov. Martha Layne Collins, who won election as Kentucky's first woman governor, is a former schoolteacher. She served as the representative of Gov. John Y. Brown, Jr., to the Southern Regional Education Board and was a member of the board's study committee that called for new partnerships between higher education and the schools.

"We believe she's going to be one of the most education-oriented governors this state has had in some time," said Harry M. Snyder, executive director of Kentucky's Council on Higher Education. Lieutenant Governor Collins, a Democrat, defeated Republican James P. Bunning in the election.

In Mississippi's contest for governor, William A. Allain, a Democrat who has been the state's attorney general for four years, defeated Leon Bramlett, a Republican, to succeed Democratic Gov. William F. Winter.

Edsel E. Thrash, executive secretary and director of Mississippi's board of trustees for institutions of higher learning, said Mr. Allain had been a "strong supporter of education on all levels" and had served, while attorney general, as a member of the state board of education. —J.M.

College Endowments Return a Record 42 Pct. in Year

Continued from Page 1

colleges and universities that spend only the interest and dividends earned by their investments each year. More strongly affected are institutions that have formulas for spending a certain percentage of the market value. Even the formulas that smooth out part of the yearly variations by using a market value averaged over two or three years produce substantially more income when a year like 1983 is included in the average.

Ironically, some of the colleges and universities most in need of more money from their endowments failed to benefit fully from the rising stock market, Mr. Jones said.

Many institutions that wanted more income from their endowments switched some of their investments from common stocks to bonds, he said. Bonds have not performed as well as stocks.

In fiscal 1983, the Salomon Brothers Bond Index showed a net gain of 42.9 per cent, while Standard & Poor's index of 500 stocks showed a gain of 61 per cent, the N.A.C.U.B.O. report said. Most college investments include a mixture of stocks and bonds.

Among 172 investment funds of 144 institutions covered by the N.A.C.U.B.O. survey, the highest total return in fiscal 1983 was reported by an institution (not identified) that had 72 per cent of its investments in common stocks. Its total return was 80 per cent.

One of the lowest returns was 33 per cent, reported by an institution that had only 38 per cent of its investments in common stocks.

Mr. Jones said that at his own institution the total return on endowment investments in fiscal 1983 had been 48.6 per cent. But the endowment's purchasing power, allowing for inflation, was less in 1983 than it was 10 years ago.

For all endowment funds in the survey, the average annual return of 9 per cent over the past 10 years compared with an average inflation rate of 8.4 per cent, as measured by the Consumer Price Index, the report said.

Berea College uses a formula that in recent years has resulted in spending an average of about 5 per cent of the market value of the endowment, Mr. Jones said. A smooth flow of endowment income is important to Berea, he said, because the college depends on its endowment for 50 per cent of its income.

Ohio Wesleyan University, which splits its endowment among three investment companies, reported that the money managers who were given $2-million to invest in common stocks doubled it to $4-million during the year.

Another of Ohio Wesleyan's investment-management companies, with a more typical mixture of investments—54 per cent in common stocks, 37 per cent in bonds, and 9 per cent in cash or other securities—obtained a total return of 42 per cent on its share of the endowment.

Robert W. Meyer, vice-president for business affairs and treasurer at Ohio Wesleyan, said the overall total return for the managed portion of the university's endowment had been 52 per cent in fiscal 1983, compared with a net loss the year before.

The university spends between 5 and 7 per cent of the market value of its endowment each year, Mr. Meyer said. Last year, $1.1-million from the endowment was put into the university budget. This year, he said, the endowment contributed $1.4-million to the operating budget.

Robert L. Ellis, treasurer of Smith College, said his institution had ended fiscal 1983 with a market value of $178.4-million for its endowment, representing a total return of 43.9 per cent. Nearly $43-million of the 1983 value was from appreciation in market value, he said.

The spending formula at Smith is to pay out 6 per cent of a three-year average value, weighted to adjust for new gifts received. For the current year, the formula has produced an increase of about 9 per cent in spendable money from the endowment, Mr. Ellis said.

Oberlin College reported that the market value of its securities portfolio had increased from $95.9-million at the end of fiscal 1982 to $131.8-million a year later. The total return rate was 44.7 per cent, compared with a net loss of 1.2 per cent the previous year. Dayton E. Livingston, vice-president for business and finance at Oberlin, said the spending formula there was to take a percentage of the market value during the previous calendar year.

The college is studying a proposal to change the formula to use a three-year average of market value to reduce year-to-year fluctuations in spending from endowment funds, he said.

Head of Student-Loan Collection Unit Indicted

TULSA, OKLA.

The president of a loan-collection agency used by many colleges and universities in the Midwest and South has been indicted for allegedly failing to send various institutions more than $350,000 in student-loan repayments that he had recovered for them.

The indictment, which was sought by the U.S. Attorney's office here, named as defendants both Jon V. Chase and the company he heads, Collegiate Recovery and Credit Assistance Programs, Inc.

Kenneth Snoke, an assistant U.S. attorney, said that although the indictment listed only 14 institutions as clients, the company had contracts with "five or six times that many" colleges and universities.

He said his office was seeking the return of $359,434.94 that the company collected in 1982 and 1983 on delinquent loans made by colleges under the Guaranteed Student Loan and National Direct Student Loan programs.

Although the money for such loans is provided by the federal government, the loans themselves are made by individual colleges, which are responsible for attempting to collect them.

A separate lawsuit has been filed against the company by the State of Oklahoma, which is seeking the return of about $50,000 collected on loans made under the federal programs by four state universities.

Andrew Fugitt, an assistant attorney general for the state, said the company's operations had been satisfactory until late in 1982, when college officials who had been dealing with it for as long as 10 years began complaining that they were receiving neither statements nor payments.

The institutions listed in the indictment are: Coahoma Junior College, Cumberland College (Kentucky), Daytona Beach Community College, Eastern Oklahoma State College, Emporia State University, Henderson State University, Mid-America Nazarene College, Mississippi State University, Mississippi Valley State University, the University of Mary Hardin-Baylor, the University of Mississippi Medical Center, Vincennes University, Westminster College (Missouri), and Wilmington College (Ohio).

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News Summary

Articles on inside pages

Nathan Glazer, the author of a new book, *Ethnic Dilemmas,* has been occupied with racial and ethnic issues for most of his scholarly career. Story on Page 4.

The arrest of an East German physicist on charges of espionage at a scientific conference in Boston has angered organizers of the meeting. Story on Page 9.

The Supreme Court has declared moot a lawsuit by an all-male honor society contending that federal anti-sex-bias legislation does not apply to such organizations. Story on Page 15.

Most faculty members think their academic departments do not have sufficient resources to carry out their missions, according to a recent *Chronicle* survey. Story on Page 19.

Pensions for higher-education employees were the focus of several meetings last week as the Carnegie Corporation prepared to announce the creation of a national commission on retirement. Story on Page 19.

Thanksgiving Day is the forty-second anniversary of a crucial football game that was never played by two college teams that never existed. Story on Page 21.

A former coach at the University of South Carolina has settled for $20,000 her lawsuit against a university official, but she is pressing her $75-million libel suit against Time Inc. for an article that characterized her as a lesbian. Story on Page 21.

A top official of the National University of El Salvador has been released after four and a half months in prison. He is now in the United States. Story on Page 23.

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Pope Asks Scientists to Shun Military Work; 13,000 Physicists Call for a Nuclear Freeze

The Pope

By JANET STOBART

ROME

Pope John Paul II has appealed to more than 100 leading scientists to "desert the laboratories and factories of death" and exercise "the love of knowledge that builds peace."

Opening a meeting here of the Pontifical Academy of Sciences, the Pope called on the group, which included 15 Nobel laureates, to direct their labors toward "the only war which must be fought, that against hunger, sickness, the death of millions of human beings."

The text of the Pope's address on science and war appears on Page 9.

The hungry and the sick "could be assisted and restored to a quality and dignity of life with 7 per cent of the expenditure which each year is used towards an unceasing and ever-threatening rearmament of the wealthiest nations," he said.

The Pope virtually called on the scientists to abandon research on military weapons. He said they should "disarm science" and added, "It is the indisputable task of the scientific community to monitor scientific discoveries and see that they are not put to the service of war, tyranny, and terror."

Delegations Sent in 1981

The meeting was not the first occasion on which the Pope had asked that the work of the Pontifical Academy be directed toward disarmament and peace. In October, 1981, he sent delegations to the four "nuclear capitals" of the world—Washington, Moscow, London, and Paris—with a study carried out by the academy on the results of nuclear war.

It described the "complete ignorance of medical reality" of those who advocated a policy of "limited nuclear war." A nuclear bombardment that was limited "to the enemy's military installations would be just as devastating for the country as a whole," the report said.

In 1981 the Pope limited himself to mor-

Continued on Page 9, Column 2

The Physicists

By KIM McDONALD

WASHINGTON

More than 1,500 American physicists—and some 11,500 in 42 other countries—have signed a plea for an immediate freeze on the testing, production, and deployment of nuclear weapons.

The statement was released last week by the scientists, who said they had tried several times, unsuccessfully, to submit the document to President Reagan.

The text of the physicists' statement on nuclear weapons appears on Page 12.

Among the American signers were 22 Nobel laureates.

Larry Smarr, a professor of physics and astronomy at the University of Illinois at Urbana-Champaign, said the statement had resulted from "a grassroots movement among the world's physicists" to make the public aware that many of them, including scientists from the Soviet Union, believe that the nuclear arms race must be stopped.

He said an appeal by Pope John Paul II urging scientists to abandon research on nuclear weapons (see story in Column 2) had reinforced their position and demonstrated to the public that many different leaders advocate a worldwide nuclear freeze.

"Here we have a situation where the Catholic Church and scientists, who have been fighting with each other for centuries, are finally on the same side," he said. "It's an amazing alliance."

Idea from Geneva Center

Nina Byers, a physics professor at the University of California at Los Angeles who organized the effort to collect signatures of American scientists, said the idea for the statement had come in 1982 from a group of physicists working at CERN, an international nuclear-research laboratory in Geneva.

She said representatives from each country had agreed to deliver the document to their governments on November

Continued on Page 12, Column 3

WIDE WORLD

Pope John Paul II greets the University of California physicist Charles Townes, during a special audience for 45 scientists.

MIT's Saxon Urges Mandatory Service Tied to Education

WASHINGTON

The chairman of the corporation of the Massachusetts Institute of Technology last week proposed a program of mandatory national service for young Americans that would encompass both social-welfare and military options and assure its participants of access to either higher education or postsecondary vocational training.

The M.I.T. chairman, David S. Saxon, who is also emeritus president of the University of California system, told members of the National Association of State Universities and Land-Grant Colleges that the cost of such a program would be high but that it would be "well within the nation's means."

His proposal would mix men and women of all races and backgrounds in service at the national, state, and local levels—"and so help to weave better from its many strands the full fabric of the nation." Be-

Continued on Page 14, Column 3

U.S. Must Take More Interest in 'Ag' Schools, Deans Warn

By LAWRENCE BIEMILLER

WASHINGTON

Agriculture-college administrators, concerned about declining enrollment and struggling to keep faculty members abreast of developments in fast-moving scientific disciplines, said last week that the federal government must take more interest in their instructional programs if the United States is to remain the world's leading agricultural producer.

Speaking at the annual meeting of the National Association of State Universities and Land-Grant Colleges, agriculture-college deans complained that the U.S. Department of Agriculture had been unwilling to involve itself with on-campus instruction—either by setting national priorities or by contributing money—in spite of a Congressional mandate to do so.

Ranking U.S.D.A. officials, the deans said, have maintained that such educational functions are the responsibility of the states.

The department does provide substantial sums of money and large amounts of policy and programming assistance to the other two branches of the land-grant-university system—research and extension. "We feel strongly that we should be in a position parallel to research and extension within the U.S.D.A.," said T. E. Hartung, dean of the University of Nebraska's college of agriculture.

The deans are pressing both for access to federal funds and for "federal guidance in determining what are the issues of nationwide importance" that agriculture col-

Continued on Page 14, Column 1

MARGINALIA

From a calendar of events at Chamberlayne Junior College:

MEDIA DEMONSTRATION

". . .The demonstration will begin at 4:00 p.m. and lust until 5:30 p.m."

By which time, presumably, it will have simmered down.

▪

From a memorandum at the University of Oregon:

"The Business Office has replaced mechanical cash receipt validating and posting machines and eliminated manual input of daily cash receipts by implementing an automated programmable cash register system. . . .

"This system has improved delays in daily accounting procedures. . . .

"The second phase will add another level of improvements to systems and paperwork and to students."

That it's improved delays, we can accept. But it will improve students? We have our doubts.

▪

Williamsburg Technical College, writes Teresa G. Watson, offers continuing-education programs for all age groups. One group of grade-school children, in an introduction-to-computers course, was doing fine until the teacher wrote some instructions on the blackboard.

Embarrassed, one child whispered to the teacher, "Mrs. Wood, some of us can't read cursive handwriting." Mrs. Wood rewrote the instructions in block letters, and the kids went back to the easy stuff—computing.

▪

Muhlenberg College's James B. Hirch received a student transcript with the following notation:

"Dismissed—academic proficiency."

We can't allow *that* around here.

▪

Memo received from the Elmira Correctional and Reception Center by the behind-the-walls program at Corning (N.Y.) Community College:

"The following areas will be exterminated on Thursday evening: Administration Building, Law Library, Visiting Room, College Area."

Threats will get you nowhere.

▪

Charles DeYoung, whom the vice-president's newsletter at Texas A&I University describes as the "long-suffering and erstwhile advisor to the Rodeo Club and Aggie Club" professed to envy a colleague's collection of plaques from those organizations. Indeed, the newsletter reports, Mr. Young put in "a couple years of gentle teasing and grousing" about it.

His efforts finally paid off. The Rodeo Club recognized his service with an award inscribed as follows:

"To Dean Charles DeYoung in appreciation. Here's your damned plaque."

—C.G.

In Brief

3 Campus Policemen Indicted in Thefts

Three policemen at the Camden campus of Rutgers University have been indicted by a county grand jury following a series of thefts that were discovered about a year ago.

The three men, one officer and two patrolmen, allegedly stole cash and property amounting to about $4,300 over a three-year period from desks, lockers, coin changers, vending machines, and other places on the campus. They were charged with various counts of misconduct, theft, and perjury.

The crimes were discovered after the campus police chief, Anderson D. Byrd, became suspicious of some "in-house" thefts and conducted an investigation, a campus spokesman said. The policemen resigned a year ago.

No date has been set for a trial.

North Dakotans to Vote on Minot's 'Elevation'

The North Dakota Supreme Court has upheld the effort of a group of citizens to vote on whether to change the name of Minot State College to Dakota Northwestern University. The state legislature approved the change, but citizens challenged it on the grounds that elevating the college to university status would cost too much money and would place three other state colleges in North Dakota at a disadvantage. They circulated petitions to put the issue on the primary election ballot next June.

The Supreme Court ruled that, despite the fact that the petitions contained some "inaccurate and misleading" language, they were valid.

Michigan Professor Resigns in Sexual-Harassment Case

A tenured associate professor at the University of Michigan has resigned after three years of hearings on charges that he sexually harassed a female student.

In announcing the resignation, Harold T. Shapiro, the university's president, said that after reviewing the case, he had prepared a recommendation that the professor be dismissed for misconduct. "In the interim," he added, "the faculty member has resigned from the university, thus rendering a formal recommendation of dismissal moot."

He said he had accepted the resignation "not to mitigate in any way the university's commitment to avoidance of sexual harassment and other forms of misconduct." Instead, he said, he wanted to avoid "further hardship and pain to the family of the faculty member involved." Mr. Shapiro did not identify the faculty member.

Williams Earth Sculpture Demolished by Mistake

Unsuspecting groundskeepers at Williams College bulldozed an earth sculpture by the artist Alice Aycock last summer and replaced it with a storage shed.

The sculpture, which Ms. Aycock designed for a field at the edge of the campus while she was an artist-in-residence at the college in 1974, was a small cinder-block chamber over which a mound of earth was raised.

It was meant to be left untended and to become overgrown, reminding those who came across it of an ancient burial mound, a college spokesman said. Those who wished to do so could crawl inside it.

When the sculpture was completed, the spokesman said, groundskeepers were alerted to its presence. But word was not passed along when new employees joined the buildings-and-grounds staff, and in October an art professor discovered that the sculpture was missing.

The college has apologized to Ms. Aycock, the spokesman said.

Stanford Panel Rejects Required Computer Skills

A faculty committee at Stanford University has recommended that undergraduate students be "actively encouraged" but not required to gain knowledge of computers before they graduate.

The Committee on Computers and Information Technology said in a report to the faculty senate that computer competency should not be required, because voluntary enrollment in computer-science courses is already large and growing rapidly.

The report said students should acquire minimum computer competence, defined as facility with at least one computer system, the ability to write and "debug" a program, and the ability to design, implement, debug, and maintain reliable algorithms.

Mistrial Declared in Sex-Bias Suit

A mistrial has been declared in a $700,000 sex-bias suit brought by Margaret Hoehn against the University of Colorado hospital. However, a district court jury in Denver did find that Arnold Weber, the university's president, was guilty of retaliating against Dr. Hoehn for filing the suit and awarded her $1 in damages.

Dr. Hoehn charged the university with fraud for not telling her that she had been appointed to lure her husband to the university. The jury found no fraud, but was unable to reach a verdict on whether she had been the victim of sex discrimination.

The jury ruled Mr. Weber had retaliated against Dr. Hoehn by instructing university officials not to attend a grievance hearing on her loss of tenure in 1977. Dr. Hoehn said that she would refile the sex-bias suit.

President Quits University Censured by the AAUP

Morris L. Norfleet has resigned as president of Morehead State University following a long controversy over administrative practices that led the American Association of University Professors to censure the institution earlier this year.

The A.A.U.P. imposed censure after a dispute involving the president, the art-department chairman, and several faculty members resulted in the dismissal of two art teachers. As the dispute continued, Mr. Norfleet charged the art chairman with mismanagement and asked him to step down. The chairman was cleared of the charges last August and was reassigned as a faculty member.

Mr. Norfleet will remain as president until June 30, when his contract expires, or until a successor is named. He has accepted the newly created position of chancellor of corporate relations.

Fewer Jobs, Lower Salaries for 1983 Science Graduates

The number of job offers to new graduates with baccalaureate degrees in science and engineering dropped by one-third this year, according to the Scientific Manpower Commission.

Average starting salaries in 1983 for graduates majoring in engineering, chemistry, agriculture, and physical and earth sciences also dropped from the previous year, the commission said, indicating that the economic recession has "somewhat belatedly" hit scientists and engineers.

The commission, which is affiliated with the American Associa-

Enrollment Up 1 Pct. This Fall, Survey Finds

WASHINGTON

Student enrollment is up by 1.1 per cent at the nation's higher-education institutions this fall, according to preliminary results of a national survey released here last week by the Association Council for Policy Analysis and Research.

The change is due primarily to an increase in the number of part-time students in public and private two-year colleges, according to the council. The survey indicated that part-time enrollments had increased by 4.6 per cent at public community colleges and by 9.8 per cent at private junior colleges, which lost enrollment last year.

Early findings from the survey, which was conducted for the first time this fall by a coalition of eight higher-education organizations here, indicated that full-time enrollments on the campuses had remained essentially the same. For the most part, that confirmed the findings of a preliminary report on private enrollments issued by the National Association of Independent Colleges and Universities earlier this month and projections based on data from public institutions as they were being tabulated.

The council's survey found that undergraduate and graduate enrollments were up by a modest amount at all institutions. Enrollment of students working for first professional degrees was down.

Student enrollments at proprietary schools increased 5.9 per cent, the survey found. Full-time enrollments were up by 13.4 per cent, while part-time enrollments were down by 8.8 per cent, leading the council to speculate that students were placing "an increased emphasis on job training and career change."

The council's findings were based on responses from about 2,240 colleges and universities that participated in the fall enrollment survey conducted by the National Center for Education Statistics last year.

—B.T.W.

Enrollment Changes, 1982 to 1983

	Public			Private				
	4-year	2-year	Total	4-year	2-year	Total	Proprietary	All institutions
Undergraduate	+1.5%	+5.5%	+3.2%	+1.6%	+ 3.4%	+1.8%	+ 6.4%	+3.0%
Graduate	+1.3%	—	+1.3%	+2.9%	—	+2.9%	+19.5%	+1.9%
First professional	−2.2%	—	−2.2%	0.0%	—	0.0%	+ 1.3%	−1.1%
First-time freshmen								
Full-time	−3.6%	+3.0%	−1.0%	+1.1%	+ 1.9%	+1.2%	+18.0%	+0.2%
Part-time	−3.3%	+0.7%	−0.2%	−9.0%	+10.7%	−4.5%	−28.1%	−1.5%
Full-time equivalent*	−3.6%	+2.4%	−0.9%	+0.8%	+ 2.5%	+1.0%	+10.8%	0.0%
Headcount	−3.6%	+1.8%	−0.7%	+0.2%	+ 3.5%	+0.6%	+ 1.5%	−0.3%
All students								
Full-time	+1.0%	−0.4%	+0.6%	+0.1%	+ 2.8%	+0.3%	+13.4%	+0.8%
Part-time	+0.3%	+4.6%	+2.8%	+2.4%	+ 9.8%	+2.8%	− 8.8%	+1.6%
Full-time equivalent*	+0.9%	+1.4%	+1.1%	+0.4%	+ 3.6%	+0.6%	+10.2%	+0.9%
Headcount	+0.8%	+2.8%	+1.6%	+0.8%	+ 4.8%	+1.0%	+ 5.9%	+1.1%

* Three part-time students equal one full-time student.

SOURCE: ASSOCIATION COUNCIL FOR POLICY ANALYSIS AND RESEARCH

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tion for the Advancement of Science, said that holders of doctorates in science and engineering who teach continue to earn the lowest annual salaries of those in their profession, although their average increased this year by 2 per cent over 1982, to $27,430.

Fee Reduction Proposed in California System

The board of trustees of the California State University system has proposed a $90-a-year reduction in student fees as part of a $1.08-billion operating budget for 1984-85.

Chancellor W. Ann Reynolds, who recommended the cut, said that fee increases over the past several years had been "excessive and sudden" and represented "a basic shift in state policy away from low fees as well as from the principle of tuition-free education." The fees have been increased from an average of $319 to $692 over the last 18 months.

Over all, the proposed budget calls for a 12.6-per-cent increase in state financial aid.

Sharp Rises Reported in Nursing Enrollment

More students than ever before are enrolling in nursing programs, according to the National League of Nursing. A record number, 116,896, entered nursing programs in 1981-82. The number of applicants to nursing programs has also increased, from 212,813 in 1980-81 to 238,884 in 1982-83.

Enrollment in associate-degree programs in nursing has increased sharply in recent years. While 10 years ago only 39 per cent of all registered nurses licensed had received associate's degrees, today the figure is 52 per cent. Most such programs are offered by community colleges.

Suit over Pitt's Insignia Settled Out of Court

The University of Pittsburgh and Champion Products Company have reached an out-of-court settlement in a two-year-old case in which the sporting-goods manufacturer challenged the university's right to restrict the use of the Pitt name and insignia.

In the settlement, Champion agreed to obtain a license to use the university trademarks, which were first registered in 1981. In return, the university said it would not collect royalties on the sale of merchandise bearing its insignia. Champion also agreed to make occasional contributions to the university's athletic and academic programs.

Last summer a federal district court ruled, in part, that the university could not require a license for the use of its name and insignia because they had been freely available for too long.

Notes

The newly formed National Mime Association will establish its headquarters at Davis and Elkins College and plans to hold its first annual meeting next June on the West Virginia campus. . . . The American Institute of Chemical Engineers and the American Chemical Society have joined the University of Pennsylvania as sponsors of the Center for History of Chemistry on the university's campus. . . . The family of Jessica Savitch, the television journalist who drowned in an automobile accident, has established a journalism scholarship in Ms. Savitch's name at Ithaca College, her alma mater.

Corrections

The report on state appropriations to higher education that appeared in the Fact-File of October 26 included some incorrect data. The Oregon Health Sciences University is an independent academic institution with no ties to the University of Oregon, as was indicated. In addition, footnote (d) in "How the States Rank on 7 Scales" should read "1983-84 over 1981-82." Included in that same table, the figure for Missouri indicating the two-year change less inflation was incorrectly calculated by *The Chronicle*. The correct change is +2%. As a result, the state rankings in that category should read as follows:

	Rank		Rank
Alabama	35	New Hampshire	45
Alaska	3	New Jersey	20
Arizona	33	New Mexico	34
Arkansas	41	New York	15
California	49	North Carolina	22
Colorado	5	North Dakota	48
Connecticut	9	Ohio	8
Delaware	40	Oklahoma	7
Florida	10	Oregon	38
Georgia	21	Pennsylvania	31
Hawaii	13	Rhode Island	14
Idaho	44	South Carolina	36
Illinois	39	South Dakota	50
Indiana	46	Tennessee	37
Iowa	16	Texas	6
Kansas	32	Utah	24
Kentucky	12	Vermont	11
Louisiana	30	Virginia	25
Maine	18	Washington	23
Maryland	26	West Virginia	47
Massachusetts	1	Wisconsin	29
Michigan	42	Wyoming	4
Minnesota	28		
Mississippi	17		
Missouri	27		
Montana	2		
Nebraska	43		
Nevada	19		

Appropriations, which were received too late to be included in the Fact-File of October 26, have been reported for Massachusetts and Michigan as follows:

		Appropriations 1983-84 (add 000)	2-year change
MASSACHUSETTS			
Institutions (Individual totals not available)	$	491,604	+ 25%
Board of regents		2,911	+146%
Student aid		34,000	+ 79%
Other appropriations		8,746	+ 96%
Total	$	537,263	+ 29%
MICHIGAN			
U of Michigan	$	183,860	+ 6%
Total	$	907,573	+ 7%

Building Riles Houston Architecture Students

HOUSTON

In designing a new building for the University of Houston's college of architecture, the noted architect Philip Johnson apparently looked to the past for inspiration.

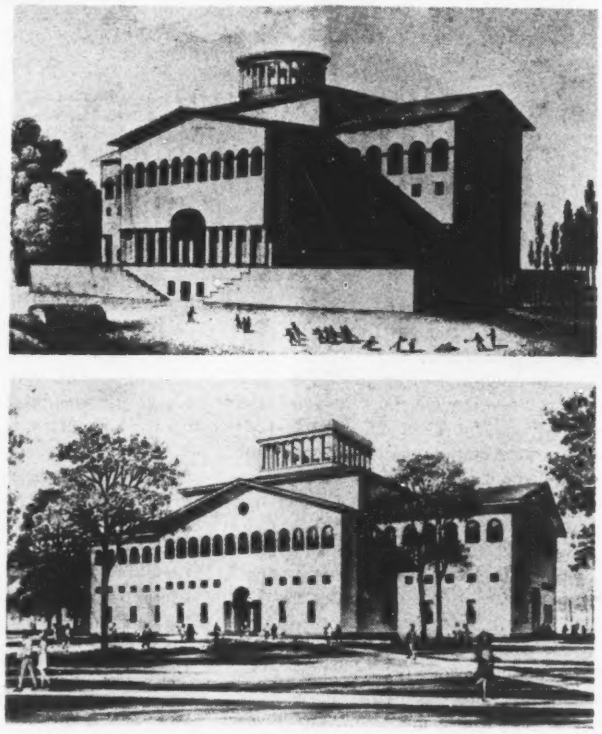
Among architects, that's hardly unusual. But many architecture students here are saying—angrily—that they see in the plans that Mr. Johnson released not an allusion to a bygone style but a copy of a building designed in 1773 by the French neo-classicist Claude-Nicolas Ledoux.

To be sure, Ledoux's House of Education, which was never built, has porches that Mr. Johnson's building lacks, and Ledoux's plans show a round colonnade on top of the structure while Mr. Johnson made his colonnade square. But the resemblance is unmistakable.

"We teach students to be critical, to question what's out there," says Philip Goyert, assistant to the dean of the college of architecture. "A large group of students don't like it, but there are some who do."

If faculty members disapprove of the design, he said, they have not been saying so publicly.

A university spokesman said that many students believed Mr. Johnson's design would make a mockery of the college of architecture. But the college's administrators, she added, have said happily that they expect the building to win the institution a good measure of national attention.



Claude-Nicolas Ledoux's 1773 House of Education (top); Philip Johnson's design for the U. of Houston (bottom).

A spokesman for Mr. Johnson said the architect had kept Ledoux's plans "in mind" while designing the new building, but that he had made changes in them.

Mr. Johnson, 77, is one of the best-known figures in modern architecture. He surprised those accustomed to the starkness of his designs when, in 1978, he released his plans for the headquarters of the American Telephone and Telegraph Company—a structure whose roofline was modeled on the top of a Chippendale highboy. The building, which is almost complete, is one of the most controversial in New York.

Cal. Governor Scored for Veto of Bill Restricting Test Services

LOS ANGELES

The Mexican American Legal Defense and Education Fund has condemned California Gov. George Deukmejian for vetoing legislation that would have limited the right of testing agencies to withhold scores from students and educational institutions.

The bill was developed after 14 Hispanic students from Los Angeles received high scores on a College Board Advanced Placement test in mathematics. The Mexican American group said the high scores were the result of excellent training, but since students at the largely Hispanic Garfield High School had never before done so well, the Educational Testing Service, which administered the test, withheld the scores and asked the students to retake the test.

All but one student complied and all received high scores again.

Thomas A. Ewing, a spokesman for E.T.S., said the testing agency had no idea of the ethnic composition of the high school when it looked at the scores of the students. He said the scores were "incredibly high and identically accurate."

As it turned out, Mr. Ewing said, the scores were the result of preparation by the teacher.

The Mexican American organization claimed that the students' academic progress had been jeopardized. To prevent such episodes in the future, the organization worked with E.T.S. and other testing services to develop legislation establishing procedures that a testing agency would have to follow before withholding scores.

The California legislature passed the bill, but Mr. Deukmejian refused to sign it. —C.S.F.

Press Clippings

The editors of *Ms.* magazine, observing that "so many changes in women's lives are happening on campus," have brought out the first issue of "a magazine of facts, ideas, and humor for students."

Campus Times, which sells for $1.25 a copy, includes news roundups, fiction, and self-help articles. Among its feature stories are "The Paradox for Black Students," which discusses problems blacks have at institutions where the majority is white, and "Women's Studies: A Discipline or a Point of View?"

Not all of the magazine is so serious, however. The "Escapes" section recommends soap operas, a game called "Frisbee Golf," and beer sports. And there is a photo spread on how students decorate their dormitory rooms.

The "Gazette" section includes a bibliography, compiled by Elsa Dixler, of books that have influenced the thinking of modern feminists. "You can transform yourself into a feminist intellectual in the privacy of your own home," Ms. Dixler writes, "and no salesmen will call."

On the list are more than 75 books and articles as varied as Simone de Beauvoir's *The Second Sex*, George Eliot's *Middlemarch*, Eleanor Flexner's *Century of Struggle: The Woman's Rights Movement in the United States*, Doris Lessing's *The Golden Notebook*, and *Our Bodies, Ourselves: A Course by and for Women*, by the Boston Women's Health Collective.

"You may be relieved to know a dirty little secret," adds Ms. Dixler. "Everyone talks about the books you see here, but few have read more than a dozen."

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Better established than *Campus Times* is the Washington Post Company's year-old magazine for students, *Newsweek on Campus*. The November issue, which features a cover story about computers on campus, runs to 36 pages. The magazine, distributed free on 55 campuses, has a circulation of 850,000; *Newsweek* officials say circulation will be increased to 1.1 million readers on 104 campuses in 1984.

Among its longer stories is a roundup—entitled "Rally Round the Schools"—describing "how universities are lending a hand to counter the 'tide of mediocrity' that's sweeping the high schools."

"The nation's colleges and universities cannot escape this crisis," the magazine says, "since they help train the allegedly ill-prepared high-school teachers and administrators and they must teach the reportedly undereducated students who matriculate each year. Now they are trying to do something about it."

Newsweek on Campus, which in its masthead lists student correspondents on 42 well-known campuses, has also investigated gambling by college students. "It's a relatively low-rent business, as gambling goes," the article says, "with most student bettors wagering around $50 a week, few more than $100. Most people see it as a social function more than anything else."

—LAWRENCE BIEMILLER

'In' Box

The way O. B. Hardison, Jr., figures it, in the past year alone he's been asked to devote the equivalent of 20 to 30 working days to evaluating the scholarship of various candidates for academic appointments, fellowships, publication, and outside jobs across the country.

Himself a Renaissance scholar, Mr. Hardison has been director of the Folger Shakespeare Library since 1969. He says he has usually been quite willing to undertake the evaluations, even without pay.

"I believe in professional courtesy," he explains.

Recently, however, it struck him that had been called upon once too often for such tasks—and that, to be done properly, they required more time and attention than he rightly could be expected to provide.

So he returned, unreviewed, a "substantial packet of manuscript material" he had received in connection with a professor's application for tenure at a selective private college in the East. The college's president, who is chairman of its tenure committee, had sent him the material without notice, Mr. Hardison says.

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In a letter to the president (who asked, in this instance, to remain anonymous), Mr. Hardison wrote:

"I have decided to refuse all future requests of this nature. I have not decided this because I am lazy or lack professional commitment, but because I feel that in agreeing I [would be] helping to perpetuate a practice that is unfair to the institution making the request, the individual being evaluated, and the individuals asked to do the evaluating."

Noting that he had been offered a $150 fee for what seemed to be at least a two-day task, Mr. Hardison also wrote:

"Is it not a symptom of the inversion of values in American society—and, unfortunately, in the academy as well—that a consultant in personnel is hired . . . at $750 per day, while an academic professional is asked, as a matter of course, to offer judgments of the most sensitive kind, affecting the futures of academic departments as well as the careers of highly trained individuals, at a rate of $75 per day?"

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Mr. Hardison, who will become a professor of English at Georgetown University in January, says colleges and universities should not have to go outside for evaluations.

"A department that can't evaluate its own people has problems," he says.

The president to whom he wrote acknowledges that internal evaluations have become more "troublesome" in academe as legal actions have threatened confidentiality, and scholars have become afraid to make negative assessments lest they "end up in court."

But that is all the more reason for outside scholars to help, the president says, adding, "I'm a pretty busy person, too, but when I get a letter [asking for an evaluation], I always try to respond."

Personal & Professional

Concern over Departments' Resources Found Widespread Among Professors

By BEVERLY T. WATKINS

Nearly six faculty members in ten do not think their own academic departments have the resources to carry out their missions, a survey conducted for *The Chronicle* has found.

Among those most concerned are faculty members in business, science, and engineering. Students have continued to flock to those programs, requiring departments to offer more courses to accommodate increased enrollments and to try—sometimes without success—to hire more faculty members.

The survey found that in engineering and computer science, for example, more than 70 per cent of the professors did not think their departments were in a position to fulfill their missions. About 60 per cent of the faculty members in business and economics and in science and mathematics felt that way.

A table of results from the survey is on the following page.

Decline in Assistance

Many faculty members who participated in the survey reported that research assistance, secretarial and clerical help, funds for equipment and supplies, and maintenance of buildings and facilities had all decreased, or at best had remained the same, from the fall of 1980 to the fall of 1982.

For example, about one-third of all the faculty members said assistance for research and related activities had decreased, while another 46 per cent said it had held steady in their departments. Fewer than 10 per cent said it had increased.

More than half said money for faculty travel had dropped in the two-year period. About one-quarter said department funds for leaves of absence with pay had decreased, while about half said those funds had held steady.

On the other hand, most faculty members reported that their libraries had maintained or improved their service. However, close to 30 per cent said that the libraries' holdings of periodicals in their fields had decreased, and about 20 per cent said the number of books and other materials in their disciplines had decreased.

The survey was based on a national sample of 4,235 faculty members, who commented on trends that they saw in their departments.

More than one-third of the faculty members, who came from eight different groups of disciplines, said the overall performance of their departments had worsened because of changes in faculty morale. That perception was especially strong in the humanities, and in science and mathematics departments, where more than 40 per cent of those surveyed said changing attitudes had resulted in a drop in performance.

About one-third of the professors, on the average, reported that they had seriously considered leaving their institutions during the last two years to take a position at another college or a job outside academe. More than 40 per cent of the business faculty members said they had considered other positions.

New Positions Not Common

About one-quarter of all faculty members who participated in the survey said their institutions had authorized additional faculty positions for their departments, while half reported no change over the two years.

However, almost 53 per cent of the faculty members in engineering and computer science reported that their departments had new faculty positions, as did 48 per cent of those in business and economics.

Among other survey findings:

► About two-thirds of all professors reported that, in general, their departments were able to attract qualified full-time faculty members for openings.

► About one-quarter of all professors reported that their departments had had no openings during the two years or that they had had positions that were authorized but unfunded so they could not fill them.

The survey was conducted for *The Chronicle* by John Minter Associates, a higher-education research organization in Boulder, Colo.

TIAA Eyes Policy Changes as Pension Issues Heat Up

By ROBERT L. JACOBSON

In a flurry of activity last week focusing on higher education's principal retirement programs:

► Proposals to ease two major restrictions on policyholders by the Teachers Insurance and Annuity Association and the College Retirement Equities Fund were on the agenda of a meeting of their boards of trustees in New York.

► A top official of T.I.A.A. and C.R.E.F. told leaders of state colleges and universities at a conference in Washington that the companies were considering a new pension plan that would let participants obtain up to the full cash value of their accounts at retirement, instead of receiving installments for the rest of their lives.

► Two new committees formed by leaders of the National Association of College and University Business Officers met to consider problems affecting retirement planning in academe.

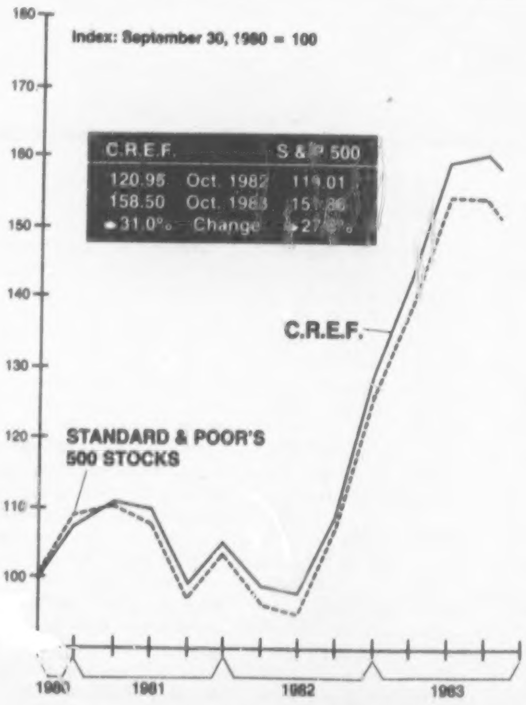
The various meetings took place against the background of preparations by the Carnegie Corporation of New York to announce the creation of a national commission to study retirement issues. They also came at a time of persistent criticism of T.I.A.A.-C.R.E.F. management and investment performance—particularly in the case of C.R.E.F.—and of expanding interest throughout higher education in providing other investment options for employees' pension money.

One proposal before the T.I.A.A.-C.R.E.F. trustees would allow participants to switch any or all of their C.R.E.F. accumulations, which are tied to the stock market, into fixed annuities provided by T.I.A.A. A requirement that participants wait until age 55 to make such transfers would no longer apply, but transfers from T.I.A.A. to the more variable C.R.E.F. accounts would continue to be barred.

The other change would allow participants to withdraw up to 10 per cent of their retirement accumulations in a lump sum whenever

Continued on Following Page

Pension Money in the Stock Market



SOURCE: COLLEGE RETIREMENT EQUITIES FUND

Pension funds invested in common stocks by the College Retirement Equities Fund showed a total investment return (changes in market value, plus dividends, less investment expenses) of 31.0 per cent during the 12 months ending October 31. The value of one "accumulation unit" (share) for October was $65.95.

CHRONICLE SURVEY

Faculty Views of Trends in Their Departments, 1980 to 1982

	Arts (a)	Humanities (b)	Social sciences (c)	Business (d)	Sciences (e)	Engineering (f)	Vocational education (g)	Physical education (h)	All fields
Number of authorized faculty positions has:									
Increased	9.5%	20.2%	16.9%	47.9%	27.0%	52.8%	26.3%	8.2%	25.8%
Held steady	61.3%	49.9%	50.3%	40.3%	55.5%	35.4%	53.4%	74.8%	50.0%
Decreased	28.8%	29.4%	31.6%	8.1%	17.2%	10.9%	19.8%	17.0%	23.3%
Secretarial and clerical assistance has:									
Increased	7.9%	10.4%	7.2%	14.0%	8.0%	10.9%	12.1%	7.5%	9.4%
Held steady	62.9%	63.3%	56.9%	59.1%	71.6%	67.7%	57.1%	69.9%	63.0%
Decreased	25.5%	24.6%	34.8%	22.6%	20.4%	19.3%	29.8%	21.8%	26.0%
Research and related assistance has:									
Increased	8.7%	7.8%	6.9%	17.1%	9.1%	14.9%	12.0%	2.8%	9.6%
Held steady	52.5%	42.8%	47.0%	41.5%	50.6%	45.7%	33.1%	57.2%	46.1%
Decreased	19.9%	37.1%	39.7%	26.3%	32.4%	25.6%	40.2%	20.8%	32.9%
Funds for faculty travel have:									
Increased	7.9%	11.7%	8.5%	11.2%	8.2%	6.2%	6.1%	10.1%	9.1%
Held steady	37.2%	27.1%	32.8%	37.0%	38.1%	41.0%	24.5%	46.2%	34.0%
Decreased	48.7%	56.2%	56.8%	45.7%	51.4%	47.3%	66.4%	43.8%	53.1%
Funds for faculty leaves with pay have:									
Increased	3.2%	5.6%	4.5%	6.6%	5.1%	3.2%	4.9%	3.0%	4.8%
Held steady	52.6%	53.5%	53.4%	46.3%	58.2%	49.9%	37.7%	52.8%	52.5%
Decreased	24.7%	29.7%	28.0%	22.8%	24.3%	24.8%	29.2%	23.0%	26.6%
Due to changes in personnel, the quality of the department's performance has:									
Substantially improved	12.0%	8.9%	7.3%	13.9%	8.3%	10.2%	19.0%	9.9%	9.7%
Slightly improved	25.9%	15.3%	18.6%	31.6%	19.7%	24.5%	20.3%	17.0%	20.6%
Not changed	32.8%	40.9%	44.2%	35.8%	49.2%	34.8%	36.9%	46.9%	41.2%
Slightly declined	10.3%	13.1%	15.1%	6.8%	10.3%	14.4%	9.8%	5.5%	12.2%
Substantially declined	3.0%	5.5%	4.8%	2.6%	4.3%	3.3%	4.0%	2.8%	4.3%
Due to changes in faculty morale the quality of the department's performance has:									
Substantially improved	7.7%	5.6%	3.7%	6.1%	5.9%	5.8%	11.9%	9.2%	5.7%
Slightly improved	15.8%	11.0%	13.4%	13.4%	12.0%	17.7%	11.1%	17.9%	13.3%
Not changed	43.0%	31.5%	33.6%	45.7%	35.4%	38.2%	36.9%	30.7%	36.0%
Slightly declined	18.0%	26.7%	29.8%	19.3%	30.3%	23.8%	25.7%	25.6%	26.2%
Substantially declined	7.2%	14.8%	10.9%	9.4%	11.2%	7.1%	7.5%	8.0%	10.8%
Have you been able to attract qualified staff for full-time positions?									
Yes	45.2%	45.9%	45.1%	36.9%	31.8%	23.5%	33.3%	35.8%	39.4%
Yes, but more difficult	9.9%	10.7%	13.2%	21.6%	15.9%	27.0%	27.8%	8.6%	15.5%
Yes, but compromised on qualifications	5.2%	5.8%	5.0%	16.4%	11.4%	15.1%	6.6%	9.6%	8.6%
No, no qualified applicants	3.0%	6.5%	3.5%	9.2%	9.6%	18.9%	12.7%	4.1%	7.8%
No, unfunded	6.6%	4.1%	5.5%	2.5%	6.9%	5.4%	6.8%	1.2%	5.4%
No opening	24.1%	26.1%	26.3%	11.1%	23.1%	10.2%	8.3%	40.7%	21.9%
Do you feel your department is qualified to carry out its mission?									
Yes	39.2%	34.8%	46.0%	38.2%	36.6%	26.3%	43.1%	45.9%	38.2%
No	57.5%	62.4%	50.2%	59.5%	59.6%	71.0%	54.8%	54.1%	58.6%
Have you seriously considered leaving in the past two years?									
To go to another university or college	25.4%	21.9%	26.6%	32.2%	21.8%	20.7%	18.6%	28.6%	24.3%
To take a job outside academe	12.0%	11.2%	8.5%	9.6%	12.2%	15.6%	25.5%	8.6%	11.5%
To retire early	3.8%	6.3%	4.3%	1.9%	4.9%	6.5%	4.4%	4.8%	5.3%
No, not seriously	55.0%	57.5%	59.3%	54.7%	59.6%	56.0%	51.5%	57.1%	57.5%

(a) Includes architecture, cinema, dance, music, and theater.
(b) Includes classics, English, languages, journalism, literature, philosophy, religion, and speech.
(c) Includes education.
(d) Includes economics.
(e) Includes mathematics.
(f) Includes computer science.
(g) Includes agriculture, electronic and engineering technology, health, home economics, nursing, occupational and physical therapy, and textiles.
(h) Includes coaching and recreation.

	Arts (a)	Humanities (b)	Social sciences (c)	Business (d)	Sciences (e)	Engineering (f)	Vocational education (g)	Physical education (h)	All fields
Faculty control over academic personnel decisions has:									
Increased	4.2%	9.6%	4.8%	11.4%	7.2%	9.9%	12.5%	3.5%	7.7%
Held steady	63.5%	55.4%	63.0%	62.8%	63.2%	61.8%	55.6%	66.6%	30.9%
Decreased	22.6%	27.1%	26.2%	14.0%	21.1%	13.6%	19.2%	20.5%	22.3%
Number of course offerings has:									
Increased	34.5%	21.3%	21.3%	43.2%	34.0%	45.4%	36.4%	42.6%	30.3%
Held steady	47.8%	45.0%	54.5%	39.4%	48.1%	41.7%	48.8%	29.8%	47.1%
Decreased	16.5%	31.4%	22.9%	14.0%	16.2%	12.0%	13.1%	27.6%	20.9%
Undergraduate enrollment has:									
Increased	27.1%	38.9%	26.3%	62.7%	47.6%	71.4%	32.7%	24.1%	42.0%
Held steady	40.2%	39.6%	39.4%	22.5%	34.6%	17.1%	33.1%	42.6%	34.4%
Decreased	29.9%	18.5%	26.4%	9.2%	16.9%	9.4%	28.6%	33.3%	20.0%
Graduate enrollment has:									
Increased	12.7%	13.8%	19.6%	35.3%	18.2%	35.6%	21.2%	9.0%	21.0%
Held steady	25.8%	35.1%	32.7%	27.7%	43.4%	22.8%	24.8%	37.0%	31.8%
Decreased	18.7%	29.2%	31.2%	9.9%	25.0%	8.9%	16.2%	9.5%	22.3%
Number of majors has:									
Increased	17.9%	21.9%	17.1%	56.1%	27.8%	61.1%	29.2%	4.7%	29.2%
Held steady	45.5%	39.6%	44.9%	29.2%	44.8%	25.3%	34.4%	39.7%	39.4%
Decreased	33.6%	29.9%	29.3%	7.5%	21.7%	6.1%	28.8%	48.1%	24.0%
Academic prerequisites for majors have:									
Increased	10.4%	13.3%	9.5%	29.1%	12.1%	24.1%	20.4%	13.6%	14.9%
Held steady	82.8%	75.3%	81.1%	63.1%	79.1%	70.4%	69.2%	76.5%	76.1%
Decreased	4.6%	6.5%	4.3%	2.6%	5.4%	1.6%	5.5%	8.9%	4.7%
Library holdings of periodicals in my field have:									
Increased	28.5%	16.4%	26.7%	35.1%	19.8%	32.3%	30.6%	42.1%	25.2%
Held steady	41.6%	38.4%	30.9%	36.2%	44.8%	37.4%	40.1%	38.0%	37.6%
Decreased	21.0%	38.5%	32.7%	13.6%	30.9%	18.1%	20.9%	13.8%	28.5%
Library holdings of books and other media in my field have:									
Increased	48.8%	34.7%	38.5%	45.0%	35.5%	39.6%	39.6%	51.8%	39.1%
Held steady	33.4%	29.9%	29.8%	30.5%	41.3%	32.4%	37.7%	30.3%	32.7%
Decreased	13.1%	26.5%	22.4%	9.3%	17.0%	14.5%	13.9%	11.9%	19.0%
Library services to faculty members have:									
Increased	18.5%	14.8%	20.3%	22.7%	16.4%	15.2%	19.9%	31.7%	18.1%
Held steady	70.7%	61.5%	57.3%	57.9%	64.8%	61.6%	58.5%	60.5%	61.3%
Decreased	8.2%	19.0%	17.3%	10.2%	14.7%	13.6%	16.5%	6.1%	15.1%
Budget for equipment and supplies has:									
Increased	23.6%	17.1%	15.0%	24.6%	22.7%	36.8%	19.0%	25.0%	21.2%
Held steady	21.0%	26.2%	33.0%	[illegible]	33.7%	34.7%	26.0%	43.2%	30.7%
Decreased	48.2%	49.6%	46.4%	[illegible]	[illegible]	25.1%	51.3%	30.5%	42.1%
Replacement and renewal of equipment has:									
Increased	12.8%	8.8%	[illegible]	20.8%	12.6%	25.8%	13.6%	12.8%	13.9%
Held steady	36.9%	40.9%	44.2%	43.2%	39.4%	35.5%	45.1%	52.9%	41.1%
Decreased	43.7%	39.8%	36.8%	24.2%	43.1%	36.3%	36.5%	30.3%	37.7%
Maintenance of buildings and facilities has:									
Increased	13.7%	18.1%	11.0%	19.2%	10.9%	14.7%	7.7%	20.2%	14.1%
Held steady	52.9%	46.7%	51.2%	48.2%	53.7%	51.2%	53.0%	44.9%	50.4%
Decreased	31.7%	31.1%	31.5%	23.7%	33.8%	30.8%	37.2%	34.9%	31.3%

Note: Survey data are based on responses from 4,235 faculty members who offered courses from the fall of 1980 through the fall of 1982. To include faculty members newly hired, the sample was drawn from faculty lists that were revised in September, 1982. Data are weighted to represent faculty members at colleges and universities of all types except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students. Data are also weighted according to the distribution of faculty members in each of eight discipline groups. Technical inquiries about the survey design and sampling techniques should be addressed to John Minter Associates, P. O. Box 107, Boulder, Colo. 80302.

SOURCE: SURVEY FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES

Pensions

Continued from Preceding Page

they retire, rather than only after reaching age 55.

Except for the 10-per-cent option, the current T.I.A.A.-C.R.E.F. policy has prevented participants from tapping their annuity accounts for cash or using any of their accumulations for tax-free "rollovers" into other retirement accounts. Those restrictions are one reason that some colleges have moved to mutual funds and other investment programs.

'Operational Problems'

One of last week's meetings was the organizational session of a five-member panel of the business officers' association, known as NACUBO. The committee is expected to examine what D. Francis Finn, the association's executive vice-president, called "operational problems" involving T.I.A.A. and C.R.E.F., and retirement planning generally.

Saying that material published by the association may have contributed to recent controversies over T.I.A.A. and C.R.E.F., Mr. Finn remarked, "Now that we've got everybody's attention, it's time we made sure that what we're doing is best for the faculty and staff."

He added that NACUBO hoped to work with the sister pension companies as "sort of a user group," and that it would try not to duplicate the projected Carnegie study.

On the assumption that that study would focus on "philosophical issues," Mr. Finn said, the NACUBO panel is likely to concentrate on finding better ways to advise employees of retirement issues and options.

A vocal critic of T.I.A.A. and C.R.E.F., Roy A. Schotland, professor of law at the Georgetown University Law Center, has suggested that some colleges and universities may not have adequate staffs or expertise to help employees make informed decisions about retirement planning.

Mr. Schotland has called on both NACUBO and the pension companies to provide greater support in that area.

The NACUBO panel's chairman is Raymond M. Krehel, vice-president for business and finance at Colgate University. He said he hoped the panel would produce a report and recommendations by next May.

At the other committee meeting in New York, also attended by Mr. Krehel and described by him as "very constructive," several higher-education representatives met with seven trustees of T.I.A.A. and C.R.E.F., including six selected by policyholders, and discussed policyholders' concerns.

A 'Unique Lock-In'

Mr. Schotland, who participated in that meeting, has often charged that the two companies have a "unique lock-in" on participants' funds. He repeated that charge in Washington last week to some 30 campus officials at the annual convention of the National Association of State Universities and Land-Grant Colleges.

In speaking to the same group, Donald S. Willard, executive vice-president for college services at T.I.A.A. and C.R.E.F., disclosed that the companies were looking into the possibility of offering a new kind of "group annuity contract" that would provide cash-out privileges at retirement.

Mr. Willard said in an interview that the cash-out idea had been considered twice before in the last three years—once in connection with an antidiscrimination law in Michigan and another time in light of federal "unisex" requirements—but that on neither occasion was such a plan put into effect.

He said the latest review of the idea by T.I.A.A. and C.R.E.F. had been prompted by interest at colleges and universities. However, he also described the plan in terms that reflected the companies' long-standing reluctance to offer it. Such a plan might be made available, Mr. Willard said, "if an institution felt it didn't care what happened" to employees' pension funds after their retirement.

Officials of T.I.A.A. and C.R.E.F. have often stressed that their goal is to provide a secure lifetime income for retirees from academe. That goal could be compromised, they have cautioned, by cash-out options or investment programs more speculative than C.R.E.F., which invests largely in equities tracked by the Standard and Poor's 500 Stock Price Index.

Mr. Schotland said he agreed with T.I.A.A. and C.R.E.F. officials that participants should not have free access to all the cash in their accounts, but he argued that they should be allowed to use the money for rollovers into other accounts of their choosing.

The popularity of alternatives to T.I.A.A. and C.R.E.F. was described at the Washington meeting by Robert M. Wilson, director of university personnel programs at the Johns Hopkins University. Since last January, he said, when some 1,600 faculty members and senior staff members there were first given a choice, about 25 per cent have switched to other plans for at least some of their retirement investments.

The alternatives have been even more popular among several dozen new employees, he said, attracting close to two-thirds of them. The options, besides T.I.A.A. and C.R.E.F., are retirement programs managed by Connecticut General Life Insurance Company, the Vanguard Group of Investment Companies, and Twentieth Century Investors, Inc.

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TIAA and CREF, Entering Period of Change, Ease 2 Restrictions and Name New Officers

'I think we've got to try very hard to be in tune with the marketplace,' says president-elect

By ROBERT L. JACOBSON

The two big companies that operate higher education's principal retirement programs are entering a period of change.

Reacting to persistent criticism and a wave of defections from among the 1,500 colleges and universities whose pension plans they oversee, the Teachers Insurance and Annuity Association and the College Retirement Equities Fund have taken a series of personnel and policy steps in recent days that seem to be moving toward major reforms.

Whether the companies can be expected to follow through with sufficient changes to satisfy their critics in academe may not become clear for months. But for the first time since the criticism began to grow about two years ago, leaders of T.I.A.A. and C.R.E.F. are sounding and acting as though they believe that at least some of their long-standing policies and practices are due for an overhaul.

"I think we've got to try very hard to be in tune with the marketplace," said Walter G. Ehlers, executive vice-president in charge of T.I.A.A. investments, in an interview last week. "We've got to do a better job of listening to the constituents. To the extent that they want things we don't have, we'd better look at that."

KERRY HAYES

Thomas C. Edwards: Retiring chairman

BACHRACH

James G. MacDonald: Newly elected chairman

T.I.A.A.-C.R.E.F.

Walter G. Ehlers: President-elect

Another official of the two companies, Donald S. Willard, executive vice-president for college services, pointed to changes in the financial markets in recent years and acknowledged a "concern about the role of T.I.A.A.-C.R.E.F. as a pension plan in its present form."

With combined assets of about $30-billion, the sister companies have about 750,000 participants nationwide, roughly half of whom are employed by colleges and universities. Another 135,000 people are currently receiving annuity benefits.

The comments by Mr. Ehlers, who is scheduled to become president of both

Continued on Page 18, Column 1

Colleges Turn Profits on Energy-Saving Projects

By JACK MAGARRELL

WASHINGTON

Colleges and universities are finding that energy-saving projects are so profitable they often can be financed at no cost to the institution.

► In Philadelphia, Hahnemann University has turned its energy systems over to an outside contractor that guarantees savings every year. Over the 10-year period of the contract, benefits to the university are projected to exceed $13-million.

► Private investors put up the money—by buying shares of a lease-purchase agreement—for a $5-million generating plant now under construction at Lassen Community College in California.

► Trustees of Vassar College were convinced that the campus energy-saving program was sufficiently promising to merit investing $811,000 of the endowment in it.

► The California Educational Facilities Authority is scheduled to sell bonds next month to provide a $50-million pool of funds that will finance energy projects, telecommunications systems, computers, and research equipment at 17 private colleges and universities.

► Money held in reserve by the Department of Housing and Urban Development for repairs and replacement of federally financed dormitories at Saint Joseph College in Hartford, Conn., was released to the college to pay for storm windows and other energy-saving projects.

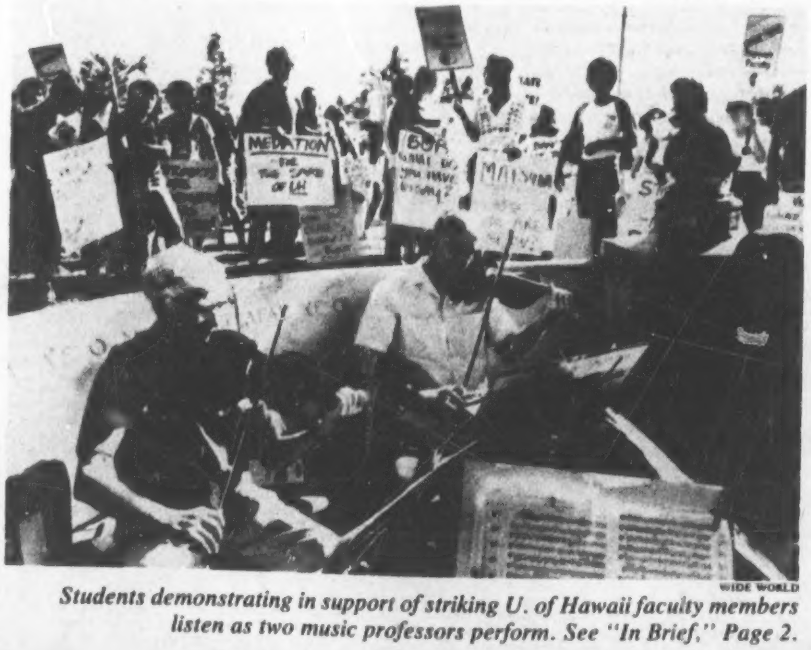
Those examples illustrate some of the financing methods described in a report published this month by the Energy Task Force—an organization sponsored by the American Council on Education, the Association of Physical Plant Administrators, and the National Association of College and University Business Officers.

Energy-saving projects are so attractive financially, the report suggested, that college fund-raisers might be successful in soliciting gifts earmarked for such purposes.

"In exchange for a $50,000 gift for an energy project," the report said, "the cam-

Continued on Page 14, Column 1

PROFESSORS STAGE STRIKE AT U. OF HAWAII



WIDE WORLD

Students demonstrating in support of striking U. of Hawaii faculty members listen as two music professors perform. See "In Brief," Page 2.

News Summary

Articles on inside pages

A study of Franklin D. Roosevelt's influence on his successors has been hailed as a new kind of history. Story on Page 7.

Female anthropologists report that it's not easy to take children on research expeditions, but add that their sons and daughters benefit from the experience. Story on Page 17.

A prominent educator has urged professors in education and the academic disciplines to end their "disgraceful controversy" over teacher education. Story on Page 13.

Congress failed to extend a moratorium on the taxation of fringe benefits before it adjourned this month, but key members hope to pass the legislation early next year. Story on Page 15.

Appropriations bills affecting higher education fared well in Congress this month, but several other important measures died in the rush to adjournment. Story on Page 15.

Delegates to the January convention of the National Collegiate Athletic Association will be asked to vote on 162 separate proposals. Story on Page 21, summaries of proposals on Pages 23-26.

Leading professors and intellectuals in France have asked President François Mitterrand to block proposed higher-education reforms. Story on Page 27.

China's plans to reassert sovereignty over Hong Kong have set off a case of jitters among educators and businessmen in the British colony. Story on Page 27.

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Sidelines

Stanford University's department of athletics, physical education, and recreation will end the current fiscal year in August with a $1.25-million deficit that may require reductions in its programs, according to Vice-Provost Raymond Bacchetti.

The deficit was the result of inaccurate projections of income and expenditures by the department, Mr. Bacchetti said. A plan to correct the problem is expected to be completed by January.

No cuts will be made in the intercollegiate football or basketball programs, said Andy Geiger, Stanford's athletic director.

The department has an annual budget of about $14-million, including nearly $3-million from the university. The remainder comes from receipts from athletic events and from gifts.

▪

More than 700 abstracts of research papers on sports science from some 40 countries, including the People's Republic of China, have been received by the University of Oregon for the 1984 Olympic Scientific Congress.

University officials, who are playing host to the quadrennial scientific conference, estimate that 4,000 to 6,000 scientists around the world will gather on the Oregon campus July 19 to 26 to report the latest developments in fields ranging from biomechanics to sports psychology.

▪

Researchers at the University of Wisconsin at Madison have developed an instrument capable of measuring the energy consumed by persons engaged in such activities as running, bicycling, and tennis.

The device, called an accelerometer, was originally developed to measure the exercise habits of subjects for a heart-disease study.

But Henry Montoye, a physical-education professor who conducted the study and developed the device with the help of an engineering professor at Madison and three of his graduate students, said it can also be used by calorie-conscious individuals and sports researchers.

Mr. Montoye said the accelerometer, when attached to the waist, measures the up-and-down movements of the body and translates those movements into numbers that estimate energy consumption.

He said the device, which is about the size of a credit card, will be available in stores soon for about $70.

▪

After studying the performance of basketball teams in the Atlantic Coast Conference for 10 years, John Silva, an assistant professor of physical education at the University of North Carolina at Chapel Hill, came to the not-so-surprising conclusion that home-team crowds tend to be hostile to visiting teams, causing them to perform below their normal level of play.

The study found that, on the average, A.C.C. teams won 65.8 per cent of their games at home and only 34.2 per cent on the road.

Athletics

Competing Plans to Give Greater Role to Presidents Highlight NCAA Agenda

By N. SCOTT VANCE

The National Collegiate Athletic Association last week sent its members a list of 162 proposals to be voted on at its annual convention in January, including two competing ones that would give college presidents a greater role in running the association.

Although those two proposals have received the most attention, several others would have far-reaching effects on college sports, as well.

Among them are two that would give institutions with powerful football programs more autonomy in the association and another that would limit the length of seasons and the number of games played in all sports.

The convention will be held January 9 through 11 in Dallas.

Among the proposals that would affect women's sports, some would make it easier for N.C.A.A. members to start championship programs for women and others would require institutions to sponsor a minimum number of athletic teams for women.

Another would establish an annual summer meeting for directors of women's athletic programs, at which the administrators would discuss major issues and plan strategies for annual conventions of the association.

2 Controversial Items

The two proposals on the involvement of college presidents are by far the most wide-ranging and controversial items on this year's N.C.A.A. docket.

Both would create a 44-member board of presidents within the N.C.A.A. but would give it different powers.

A proposal sponsored by a committee of the American Council on Education would allow the board of presidents to veto the association's rules and to make new ones. The presidential board's actions would be voted on at N.C.A.A. conventions, but a two-thirds vote of the membership would be required to overrule it.

The N.C.A.A. leadership is backing a competing proposition that would empower a group of 44 presidents to advise the association but not give it the power to veto rules or to impose rules of its own.

Those favoring the A.C.E. proposal say the board proposed by the N.C.A.A. would not have sufficient power to stop the abuses that have occurred in college sports. Others, however, oppose vesting so much authority in such a small group of the association's members.

Summaries of the 162 proposals to be voted on at the National Collegiate Athletic Association's meeting begin on Page 23.

Officials on both sides of the debate claim that theirs is the position that will prevail.

Most of the other proposals address specific concerns of relatively small groups of institutions.

"The proposals regarding the board of presidents, autonomy for Division I-A football institutions, and the limits on playing seasons have broad appeal," said Stephen O. Morgan, the N.C.A.A.'s assistant executive director for legislative services, "but, beyond that, most of the proposals are directed at fine-tuning specific rules and addressing special interests in the association."

Two are directed at enhancing the autonomy of institutions with powerful football programs. One would allow the 104 institutions in Division I-A, the top football bracket, to establish their own rules.

The other would establish a separate annual meeting for those institutions, to be held in the summer.

The institutions could adopt rules at that meeting, but they would not take effect

Continued on Page 26, Column 4

CBS to Pay $96-Million to Televise 3 NCAA Basketball Championships

MISSION, KAN.

The National Collegiate Athletic Association and CBS have signed a three-year contract, worth more than $96-million, for television coverage of the association's national basketball tournament.

Under the previous contract—for the tournaments in 1982, 1983, and 1984—CBS paid the association a total of $48-million for exclusive rights to televise the championship games. The new contract would start with the 1985 tournament.

In addition to doubling the amount for the television rights, the network agreed to air three more games per year than in the past—two of them on weekday evenings.

In each of the past three years, CBS has broadcast only one game in prime-time hours—the final game of each year's tournament.

"The negotiating committee is extremely excited about it," said Thomas W. Jernstedt, assistant executive director of the association. "It required a significant commitment from CBS for them to relinquish that kind of time for college basketball.

"It reflects the growing popularity of the sport in general, and of the N.C.A.A. basketball tournament in particular."

From 1969 through 1981, NBC broadcast the championship tournament. For rights to the two championships in 1980 and 1981, that network paid the N.C.A.A. a total of just over $18-million. —N. SCOTT VANCE

The Match-Ups for This Year's Football Bowl Games

Bowl	Date	Time (EST)	Location	TV network	Teams	Est. payment to teams*
Aloha	Dec. 26	8 p.m.	Honolulu	Metro/ESPN	Penn State (7-4-1) vs. Washington (8-3)	$400,000
Bluebonnet	Dec. 31	8 p.m.	Houston	Mizlou/ESPN	Oklahoma St. (7-4) vs. Baylor (7-3-1)	$400,000
California	Dec. 17	4 p.m.	Fresno, Cal.	Mizlou/ESPN	N. Illinois (9-2) vs. Cal State–Fullerton (7-4)	$142,000
Cotton	Jan. 2	1:30 p.m.	Dallas	CBS	Texas (10-0) vs. Georgia (8-1-1)	$1,850,000
Fiesta	Jan. 2	1:30 p.m.	Tempe, Ariz.	NBC	Ohio State (8-3) vs. Pittsburgh (8-2-1)	$875,000
Florida Citrus	Dec. 17	8 p.m.	Orlando, Fla.	Mizlou/ESPN	Maryland (8-3) vs. Tennessee (7-3)	$500,000
Gator	Dec. 30	8 p.m.	Jacksonville, Fla.	ABC	Iowa (9-2) vs. Florida (7-2-1)	$700,000
Hall of Fame	Dec. 22	8 p.m.	Birmingham, Ala.	Turner	Kentucky (6-4-1) vs. West Virginia (8-3)	$500,000
Holiday	Dec. 23	9 p.m.	San Diego	Mizlou/ESPN	Brigham Young (10-1) vs. Missouri (7-4)	$425,000
Independence	Dec. 10	8 p.m.	Shreveport, La.	Mizlou/ESPN	Air Force (8-2) vs. Mississippi (6-5)	$400,000
Liberty	Dec. 29	8:30 p.m.	Memphis, Tenn.	Katz	Notre Dame (6-5) vs. Boston College (7-3)	$620,000
Orange	Jan. 2	8 p.m.	Miami	NBC	Nebraska (11-0) vs. Miami (10-1)	$1,700,000
Peach	Dec. 30	3 p.m.	Atlanta	CBS	North Carolina (8-3) vs. Florida State (6-4)	$550,000
Rose	Jan. 2	5 p.m.	Pasadena, Cal.	NBC	Illinois (10-1) vs. U.C.L.A. (6-4-1)	$5,000,000
Sugar	Jan. 2	8 p.m.	New Orleans	ABC	Auburn (9-1) vs. Michigan (9-2)	$1,800,000
Sun	Dec. 24	3 p.m.	El Paso, Tex.	CBS	Southern Methodist (9-1) vs. Alabama (7-2)	$400,000**

* Gross estimate based on sold-out stadiums; most conferences have formulas for allocating bowl receipts among all members.

** 1982 payment; no estimate available for 1983.

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THE CHRONICLE
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Volume XXVII, Number 15

News Summary

Articles on inside pages

Walter J. Leonard has resigned as president of financially troubled Fisk University, effective in 1984. Story on Page 3.

U.S. involvement in Central America has made revolution in that part of the world inevitable, according to a new book by Walter LaFeber. Story on Page 7.

Scientists hailed the success of many of the more than 70 experiments conducted aboard Spacelab 1, but some researchers reported the loss of valuable data because of communication difficulties. Story on Page 8.

As Evelyn E. Handler settles into her new job as president of Brandeis University, the big problem facing her is money—finding more of it. Story on Page 13.

Revisions in the Roman Catholic Church's canon law, which took effect last week, include new requirements for teachers of theology at Catholic colleges and universities. Story on Page 15.

A study showing that the U.S. is lagging behind in "high technology" Olympic sports has prompted efforts to stimulate research on sophisticated equipment and training facilities. Story on Page 27.

Black leaders in South Africa have criticized a project financed by the U.S. government to improve the performance of black South African high-school students on their final examinations. Story on Page 31.

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Graduate Schools Report Increases in Enrollment

'Consistent growth' noted for first time in 3 years

By KAREN J. WINKLER

ST. LOUIS

Graduate-school enrollment rose this fall. It was the first increase in three years.

Increases were recorded at most types of institutions offering graduate degrees, according to a report released at the annual meeting of the Council of Graduate Schools here last week.

"This year, the results are clearly more positive than in the recent past," said Bernard V. Khoury, director of the executive program at the Graduate Record Examinations Board.

Mr. Khoury, who conducted the survey, said that in the past several years, the results of the survey had been "mixed," with slight increases at some types of institutions and decreases at others.

"The best you could say in the past was the enrollments were holding steady," he said. "This year there is consistent growth."

The survey has been conducted annually for 13 years by the Educational Testing Service.

This year's survey, based on questionnaires returned by 243 of the 370 institutions that are members of the council, showed that:

► Total graduate enrollment increased by 1.4 per cent. Last year, total enrollment declined by 1.1 per cent.

► First-time enrollment increased by

Continued on Page 18, Column 1

HIGH COURT HEARS TITLE IX CASE

CHRONICLE PHOTOGRAPH BY JOHN C. PHILLIPS

Charles S. MacKenzie, center, president of Grove City College, talks with students following Supreme Court arguments in his college's challenge to Title IX of the Education Amendments of 1972. Story on Page 19.

Many Colleges Limit Students' Use of Central Computers for Writing

By JUDITH AXLER TURNER

Many colleges and universities have had to limit their students' use of central computers for "word processing"—writing and editing—to reserve the machines for applications considered more "serious."

More and more students are discovering that the computer is the single greatest boon to writing, rewriting, and editing since the blue pencil. It enables a writer to insert, move, or delete words, sentences, and paragraphs with just a few keystrokes.

Over all, according to computer manufacturers, more computers are used for word processing than for any other purpose.

On many campuses, however, administrators fear that having too many students writing term papers on the institution's computers will overtax limited resources. Although a handful of institutions have received a great deal of attention for giving every student a microcomputer, most universities still have only large, central computers.

The limitations that colleges have adopted reflect computer-age tensions between those in mathematical and scientific disciplines—the traditional computer-users—and those in the humanities.

"What they are really arguing about is whose time is more valuable," says Howard J. Strauss, associate director and manager of user services at the Princeton University computer center.

At many colleges and universities, the

Continued on Page 16, Column 1

Universities Trying to Beat Long Odds in Developing High-Technology Centers

By JACK MAGARRELL

A majority of the nation's university-related high-technology parks are failures, according to a report from the Southern Regional Education Board. But multi-million-dollar efforts to beat the odds continue.

► The University of Maryland's plan for development of a center for science and technology on a $7-million piece of land between Washington and Annapolis was officially announced last week by Maryland Gov. Harry R. Hughes.

► Arizona State University this fall overcame doubts expressed by some members of the state board of regents and obtained approval for its plan to turn a former research farm into a 320-acre high-technology center.

► Regents of the University of Wisconsin last month approved plans for the development of research laboratories, office and commercial space, and housing on a 283-acre site in Madison that was formerly a university research farm. A 52-acre research park scheduled to open in 1984 and a conference center and hotel is to open in 1985.

► The Massachusetts Institute of Tech-

Continued on Page 17, Column 1

CHARLES MOORE, BLACK STAR

San Francisco's Appeal for Scholars

Cultural diversity and what one professor in the area calls "an amalgam of Mediterranean villages and Paris" make the city by the bay especially appealing to visitors from higher education—even if the famous cable cars aren't running right now and city streets are all torn up.

For details, see Page 24 in the "Personal & Professional" section.

FACT-FILE

Enrollment, Stipends, and Degrees at 243 Graduate Schools

	Public institutions		Private institutions		All institutions	
	Fall 1983	1-year change	Fall 1983	1-year change	Fall 1983	1-year change
Total graduate-school enrollment						
Master's-degree-only institutions	65,372	−2.9%	14,084	0.0%	79,456	−2.4%
Ph.D.-granting institutions	365,146	+1.9%	121,671	+2.8%	486,817	+2.1%
All institutions	430,518	+1.1%	135,755	+2.5%	566,273	+1.4%
First-time graduate students						
Master's-degree-only institutions	14,581	−1.4%	3,371	−6.4%	17,952	−2.4%
Ph.D.-granting institutions	86,623	+2.6%	31,551	+4.5%	118,174	+3.1%
All institutions	101,204	+2.0%	34,922	+3.3%	136,126	+2.4%
Applications received						
Master's-degree-only institutions	26,515	−1.7%	6,196	+2.3%	32,711	−0.9%
Ph.D.-granting institutions	295,662	+4.8%	126,291	+2.8%	421,953	+4.2%
All institutions	322,177	+4.2%	132,487	+2.8%	454,664	+3.8%
Graduate assistants						
Master's-degree-only institutions	4,131	+5.7%	471	+4.0%	4,602	+5.6%
Ph.D.-granting institutions	88,869	+6.0%	20,128	+4.7%	108,997	+5.8%
All institutions	93,000	+6.0%	20,599	+4.7%	113,599	+5.8%
Graduate fellows						
All institutions	10,369	−1.5%	11,011	+7.4%	21,380	+2.9%
Average stipends for teaching assistants						
Chemistry departments						
Master's-degree-only institutions	$ 3,591	+0.9%	$ 3,260	+2.6%	$ 3,536	+1.1%
Ph.D.-granting institutions	5,514	+4.9%	5,550	+8.3%	5,525	+6.0%
All institutions	5,083	+4.3%	5,290	+7.9%	5,142	+5.3%
Economics departments						
Master's-degree-only institutions	$ 3,313	+1.8%	$ 3,370	+0.0%	$ 3,317	+1.7%
Ph.D.-granting institutions	4,630	+4.5%	4,688	+9.3%	4,646	+5.8%
All institutions	4,324	+4.0%	4,615	+8.9%	4,393	+5.2%
Electrical-engineering departments						
Master's-degree-only institutions	$ 3,841	+2.3%	$ 3,313	+1.6%	$ 3,730	+2.1%
Ph.D.-granting institutions	5,293	+5.6%	4,983	+7.9%	5,206	+6.2%
All institutions	5,065	+5.2%	4,790	+7.3%	4,990	+5.7%
English departments						
Master's-degree-only institutions	$ 3,484	+2.7%	$ 3,080	+2.5%	$ 3,406	+2.6%
Ph.D.-granting institutions	4,721	+5.4%	4,317	+8.5%	4,602	+6.2%
All institutions	4,400	+4.8%	4,118	+7.7%	4,324	+5.6%
Degrees awarded in 1982-83						
Master's	93,821	−3.6%	32,466	−3.2%	126,287	−3.5%
Ph.D.	14,430	+1.3%	6,281	−0.9%	20,711	+0.6%

Note: Data are based on reports of 243 institutions, or 66 per cent of the 370 institutions that are members of the Council of Graduate Schools. Data for stipends are for first-time teaching assistants working 20 hours per week for 9 or 10 months. Because of varying practices among institutions, the data for average stipends may be less reliable than the percentage change in average stipends.

SOURCE: COUNCIL OF GRADUATE SCHOOLS IN THE UNITED STATES AND GRADUATE RECORD EXAMINATIONS BOARD

Enrollment Up at Graduate Schools

Continued from Page 1

2.4 per cent, compared with a 4.5-per-cent decrease a year ago.

► Applications to graduate school increased by 3.8 per cent, while a year earlier they had remained unchanged.

► Graduate assistantships awarded increased by 5.8 per cent, compared with a 1.3-per-cent increase a year earlier.

► Graduate fellowships awarded increased by 2.9 per cent, compared with a 0.4-per-cent decline in 1982.

► Doctoral degrees awarded in 1982-83 increased by 0.6 per cent. They declined by 0.3 per cent in 1981-82.

"The data are consistent with some earlier projections of growth we saw," said Mr. Khoury.

For example, he said, the number of students taking the Graduate Record Examination last year—who are this year's entering students—increased for the first time in several years.

"It's too early to tell whether this means a real renewal of graduate enrollments," he said. "We'll have to wait and see if the increases continue for several years, but the news this year is definitely positive."

The only major decreases in graduate enrollment occurred at institutions where the master's is the highest degree offered. Total enrollment at those schools declined by 2.4 per cent, with the number of students remaining stable at private institutions but declining at public institutions.

The number of master's degrees awarded by institutions where the master's is the highest degree declined by 3.5 per cent in 1982-83, while first-time enrollment fell by 2.4 per cent this year, and the number of applicants declined by 0.9 per cent.

By contrast, total enrollment, first-time enrollment, and applications increased at all types of institutions offering the Ph.D. Among those institutions, public universities reported more growth than private universities in the number of applicants and the number of Ph.D.'s awarded. At private universities, the number of Ph.D.'s granted declined slightly, by 0.9 per cent. But private universities showed more growth in total and first-time enrollment than did public universities.

The number of graduate teaching and research assistantships increased at all types of institutions, with the biggest increases at public universities. On the other hand, public institutions reported a slight decrease in the number of fellowships.

One reason for the overall increase in graduate enrollment appears to be unemployment, according to Mr. Khoury. "In this country, it seems that when unemployment is extensive, more students go to graduate school," he said. "I think some of those enrolled tried to find other jobs and couldn't, so they went back to school."

The survey also found that the amount of the stipends offered graduate assistants increased at all four types of departments that were questioned:

► In chemistry, they rose 5.3 per cent to an average of $5,142.

► In economics, they rose 5.2 per cent to an average of $4,393.

► In electrical engineering, they rose 5.7 per cent to an average of $4,990.

► In English, they rose 5.6 per cent to an average of $4,324.

Last month, the Association Council for Policy Analysis and Research reported that total graduate and undergraduate enrollment at the nation's colleges and universities had risen by 1.1 per cent this fall.

The association council said that the change could be attributed primarily to an increase in the number of part-time students in public and private two-year colleges. However, it also reported that graduate enrollment was up 1.9 per cent.

The council's report was based on responses from more than 2,200 colleges and universities.

COMPUTER ACCESS FRUSTRATION

Poor Ronnie Rumple—another victim of terminal access frustration. The number of Ronnies on campuses around the country keeps increasing as it becomes increasingly difficult for students to get adequate access to computers and software.

As enrollment in computer-related courses increases and as more and more students come to rely on computers to accomplish so many scholastic tasks, your college or university is feeling the crunch of this overwhelming demand.

EASYKEYS is your solution to this growing problem. We can set up a complete computer workroom facility in your student union, library or other appropriate space. We will offer 10 to 20 IBM Personal Computers for rent by the hour, at a minimal rate, day and night. We will also offer a complete library of up-to-date software plus modems and printers. We have a trained staff available to assist users and can even offer mini courses in personal computer usage. Our Easykeys Center can be available for courses in word processing, programming or rental to conferences.

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News Summary

Articles on inside pages

The next issue of The Chronicle, dated January 4, will be mailed on December 30

Experiments conducted aboard Spacelab 1 appear to have disproved a Nobel Prize-winning theory concerning the physiology of the inner ear. Story on Page 7.

American scholars in 37 fields received Fulbright awards for lecturing or conducting advanced research abroad. The list of winners appears on Pages 14-17.

Scholarly research is threatened by a "pall of mediocrity" hanging over U.S. graduate programs, university presidents and graduate deans were warned last week. Story on Page 18.

Terrel H. Bell, speaking last week to a national meeting of education leaders, called for "extensive reform in teacher education" as a way to help renew the country's public schools. Story on Page 19.

The Supreme Court will review a law requiring young men to register for the draft in order to receive federal student aid. Story on Page 23.

The federal government should prepare "educational impact statements" on how its decisions will affect the number of specialists needed, according to a recent report. Story on Page 23.

Pension plans operated by state and local governments have been attacked by the American Federation of State, County and Municipal Employees. Story on Page 27.

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RIFT AT STANFORD

Reagan Library Proposal Fuels Debate over Conservative Ties of 'Think Tank'

By LAWRENCE BIEMILLER

PALO ALTO, CAL.

Each weekday afternoon at 3:30, in a quiet enclave near the center of Stanford University's campus, coffee and tea are served to the fellows of the Hoover Institution on War, Revolution, and Peace. Drifting into the low, glass-walled building that houses Hoover's senior commons, they settle on sofas and around tables—economists here by the cookie tray, domestic-policy specialists in the middle of the room, third-world experts and Soviet-affairs scholars on the far side. Scattered among them, contributing to the swell of conversation, are historians, sociologists, even a philosopher or two.

It is a congenial gathering of intelligent people—perhaps an unlikely source of campus-wide controversy. But these days the Hoover Institution, a semi-autonomous branch of Stanford that is one of the most prominent "think tanks" in the nation, is nothing if not controversial. Although the fellows give no sign over their cups and saucers that the polemics have unsettled them, Hoover's academic legitimacy has been loudly challenged during the last nine months by Stanford faculty members concerned about Hoover's ties to conservatives in general and to the Reagan Administration in particular.

Hoover spokesmen have dismissed the accusations of partisanship as unfounded and politically motivated. But the controversy has drawn widespread attention—in part because both Hoover and Stanford are well known, and in part because the debate is now centered on a Hoover-initiated proposal to locate Ronald Reagan's Presidential library on Stanford's campus.

Honorary Fellow Since 1975

Mr. Reagan, who attended Eureka College in Illinois, has no obvious ties to Stanford itself. But he has been an honorary fellow at Hoover since 1975, when he donated the papers from his two terms as Governor of California to Hoover's archives. In addition, the papers from Mr. Reagan's 1976 and 1980 Presidential campaigns are "on deposit" in Hoover's library, although they are expected to be withdrawn if his Presidential library ends up somewhere else.

The Reagan-library issue, however, is only one rallying point in a larger debate. A group of Stanford faculty members, led by a political-science professor and an Eng-

Continued on Page 20, Column 1

U.S. Investigating Pro Football's Ban on Hiring College Undergraduates

By N. SCOTT VANCE

WASHINGTON

The Federal Trade Commission is investigating professional football's ban on hiring college underclassmen as a possible violation of antitrust law.

The investigation is "very, very preliminary," a spokesman for the commission said last week, and does not mean that the professional leagues' rule prohibiting their teams from hiring college players has been found to violate the antitrust laws. The officials would not comment further on the investigation but said it would be completed within the next few months. After the investigation, the F.T.C. staff could recommend to the five-member commission that it strike down the rule or let it stand.

The rule in question, which is followed by both the National Football League and United States Football League, prohibits professional teams from hiring college players until they have used up their four years of athletic eligibility or have graduated from college, or until five years have elapsed since their enrollment in college.

Colleges Said to Benefit

The rule is said to benefit college football teams by allowing them to keep their best players for as long as possible, and to benefit professional teams by insuring that college coaches will, in return, cooperate with them when they want to "scout" players. The rule is also seen by many as a way to help keep top-notch football players in college for at least four years, and possibly let them earn degrees, before they move to the professional leagues.

Investigations by the F.T.C. are typically prompted by complaints filed with the agency or by news reports of possible violations of antitrust law, a spokesman said.

Attention was focused on the rule earlier this year when the New Jersey Generals of the U.S.F.L. broke it in order to hire Herschel Walker, then a junior at the University of Georgia. Mr. Walker was last year's winner of the Heisman Trophy, college football's top honor.

College coaches assailed the league for

Continued on Page 30, Column 1

EPA Seeks Role in Approving Genetic Tests

NIH review insufficient, environmentalists charge

By KIM McDONALD

WASHINGTON

The Environmental Protection Agency plans to propose several new policies next summer that may require researchers from industry and academe to obtain its approval before conducting field tests of genetically engineered organisms.

A number of proposals for field experiments were approved this year by the National Institutes of Health, following review by the agency's Recombinant-DNA Advisory Committee.

But some environmentalists charged that the N.I.H. panel—which has no ecologists as members—lacked the expertise to assess the potential environmental harm of such trials.

Critics also complained that the N.I.H. panel's review was required only for experiments supported by the federal government, and that industry was virtually unregulated, although some companies voluntarily submitted experiment proposals to the N.I.H. for clearance.

Several environmental groups filed a lawsuit against the agency this year for approving a proposal to field-test a genetically engineered microbe capable of preventing frost on crops.

Tests Approved by NIH

The experiment, proposed by researchers at the University of California at Berkeley, was scheduled to take place this fall, but the university delayed it, pending the outcome of the lawsuit in the U.S. District Court for the District of Columbia. The N.I.H. had also approved two other field tests proposed by universities and one by a Wisconsin biotechnology company, but none has yet been conducted.

E.P.A. officials said they planned to fill the void in the federal government's ability to regulate such field tests by applying two existing statutes—the Federal Insecticide, Fungicide, and Rodenticide Act and the Toxic Substances Control Act—to the use of genetically engineered organisms and

Continued on Page 26, Column 1

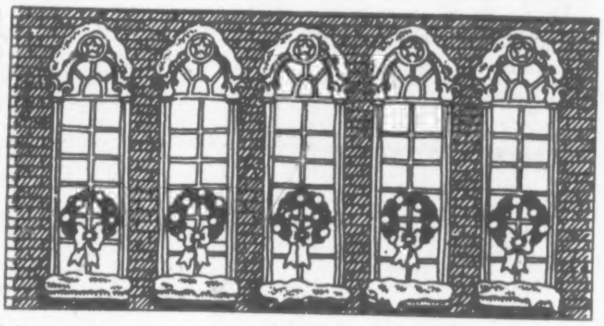
THE GRANGER COLLECTION

Russia May Get Edition of 'Doctor Zhivago'

Doctor Zhivago, by Boris Pasternak (*left*), at last may be published in the Soviet Union—25 years after the novelist won the Nobel Prize—according to the author's son Evgeny Pasternak, who is compiling an academic edition of his father's work. He would also like to stimulate a public discussion over the controversy surrounding Pasternak's Nobel Prize.

See the "International" section, Page 31.

MARGINALIA



On Hollins and the Ivies,
On Tiffin and Malone,
Of all degrees, we now bestow,
This one, our very own:

The merriest of seasons,
The happiest of years,
For '84 we wish for you
More of laughter than of tears.

So let us take our Penn in hand
(If *we* don't, some pettifogger'll)
And send from here throughout the land
Our annual year-end doggerel:

Let's tip our Stetson to Tufts and Taft,
Let's play a tune for Tift and Yuba.
For all the nation's music schools,
Let's toot loud on our tuba.

Let's decorate the house with Berry,
Load the board with Rice and Bacone;
While in the kitchen, Bethune-Cookman's
Chestnut pie is in the Macon.

For Carnegie, let's have a Mellon,
For Citrus C., an orange that's oranger.
For Indian River, heaps of Curry;
For Campbell C., a soup-filled porringer.

Let's cut the steaming pie of kidney
For every supping Duke and King;
To all who come from Hampden-Sydney,
Let's serve the Betz of everything.

Let's draw Clearwater from the Wells
And quaff a wholesome potion.
Or have a glass of Brandywine
Or stronger stuff, by Goshen.

Possibly some Benedictine
Or some wine (Catawba)
Helping everyone to be
Jolly, not macabre.

Let's up, Ohio State, and at 'em;
Raise our brimming eggnog glasses,
'Tis the season, Sweet Briar, Chatham
(Alice Lloyd, at Pippa, Passes).

Let's toast all those at U. of M.,
At Harvard, Swarthmore, Brown, Pomona,
At Lehigh U. in Bethlehem,
At Simmons, Stanford,
Cal Sonoma.

To Whitman C. in Walla Walla,
To M.I.T. and then Biola,
To U. Missouri's branch at Rolla,
Let's give a Case of Coker cola.

Let's gather round the Lone Pine,
Vassar, Nassau, Husson, Nasson,
And raise a cup of happiness
To Mass.'s lads and Lassen.

Let's sing out Carrolls, every one:
Montana's and Wisconsin's;
And not forget Ohio's (John);
Let's serenade the Johnsons.

Let's dance round Wash.'s Evergreen,
Oakwood, or Sequoias;
Let's call the Pine Bluff; Cedar Crest;
And bow to Georgetown's Hoyas.

Let's dance a holiday fandango;
Pirouette a Grace-ful waltz
For Clarion State in old Venango
And for SUNY at New Paltz.

Let's deck the halls of higher knowledge
Dear to you and yours this season;
Hail each university or college—
Ivy, redbrick; healthy, wheezin'.

Let's venture forth and greet our colleagues
In the professoriate;
If not in class, let's search for them.
(But where's the physics laboratory at?)

Let's Doane our furry sleigh apparel
And fly to Idaho at Moscow
Soar to snowy roofs at Maryl-Hurst, then off to fete Don Bosco.

By Shepherd, Fox is watched by nights
While Angelina, Harper, harpist,
Watching o'er Loretto Heights,
Gladden Sitka, where the sharpest

Cold of winter, joined by Snow,
Free-zes Waters on Sage and Reed,
Glazes White Pine, whitens Mo.;
While Frost be-Jewells Mann and Steed.

Brisk the air we'll find at Frostburg;
Brisk the Pace at Rush and Skidmore;
While the warmth at Isothermal
Never varies (wish it did, more).

Our spine will tingle (a Christmas tactic
At Logan College of Chiropractic).

On Mesa, Butte, and Limestone Boulder,
At Crowley's Ridge and Stanislaus,
At Rockmont C. and Rocky Mountain,
We will find old Santa Claus.

At Harcum, herald angels sing;
The air is filled with sounds of Bliss.
At Angelo, there's caroling;
Let's move on south; don't miss Ole Miss.

(That's near the home of Uncle Judd,
His feet in Miss., not Harvey, Mudd.)

By the fire, let's fill the sock
Trim the Cypress: hang the Ball
And candy Kean for Bay de Noc.
Our treetop Starr will say to all

From Brandeis U. to Santa Monica,
Merry Christmas! and a late Happy Hanukkah!
—C.G.

In Brief

Denver Professors Seek Chancellor's Resignation

Almost 90 per cent of the faculty members in four divisions at the University of Denver have signed a petition calling on Chancellor Ross Pritchard to resign. A year ago, a report by an *ad hoc* committee of the faculty senate was highly critical of Mr. Pritchard. It cited falling enrollment, a budget deficit, a salary freeze, and layoffs of faculty and staff members. Thus far the board of trustees has expressed confidence in the chancellor.

The petition was circulated among professors in arts and sciences, international studies, social work, and library science.

2 Arrested in Arsons at U. of Massachusetts

Two students have been arrested in connection with a series of fires set in dormitories at the University of Massachusetts at Amherst this fall. One, Yvette Henry, a senior and residential assistant in the women's dormitory where most of the fires have occurred, was charged with setting a fire on the desk of a student who lived next door to her. The other student, Kent Bierly, a junior, was charged with tampering with a fire alarm in another dormitory.

Both students were suspended and required to leave the campus, but Ms. Henry has been re-admitted.

Student supporters of Ms. Henry, who is black, have questioned whether there are racial overtones in the handling of her case.

University officials believe that more than one person was responsible for the fires and suspect that some of the most recent ones have been set by "copycats."

2 Eisenhower College Suits Dismissed by N.Y. Judge

A New York judge has dismissed two lawsuits filed against the Rochester Institute of Technology by alumni and former trustees of Eisenhower College, which R.I.T. acquired in 1979 and closed in 1982.

One of the lawsuits sought to have the liberal-arts college reopened. The other accused R.I.T. of having neglected its fiduciary responsibility and sought $250-million in damages.

M. Richard Rose, R.I.T.'s president, has said that Eisenhower, which opened in 1968, was closed because it was losing more than $1-million a year.

U. of Pennsylvania Panel Hits Probe of Alleged Rape

A faculty committee at the University of Pennsylvania last week issued a report criticizing the university's handling of the investigation of an alleged rape on the campus.

The alleged incident took place at the Alpha Tau Omega fraternity house last February. Following campus hearings, the university suspended the fraternity. A Philadelphia judge later reversed that decision.

In its report, the faculty group charged that the university administration had "acted on erroneous or incomplete evidence" and erred in not appointing a special panel to hear individual cases, even though no criminal charges were ever filed against the fraternity members involved in the alleged incident.

Sheldon Hackney, Penn's president, and Thomas Ehrlich, its provost, said in a statement that the administration's actions had been based on the unanimous judgment of a panel of senior faculty members, and that established university procedures had been followed in the case.

Professors 'Work to Rule' at Mass. 2-Year Colleges

Some 1,500 faculty and staff members at 15 Massachusetts community colleges began a "work-to-rule" job action this month to protest the lack of progress in negotiating a new contract. The community-college local of the Massachusetts Teachers Association, an affiliate of the National Education Association, has been working without a contract for five months.

According to James Rice, union president, the faculty and staff members are meeting their contractual obligations for teaching and advising but are refusing extra duties. Mr. Rice said the union was asking for a 33-per-cent salary increase over the next two years and a number of contract changes, including the elimination of merit pay and automatic

Education Gifts Forecast to Rise 9 Pct. a Year

NEW YORK

Fundraising efforts of colleges and universities are expected to result in annual increases averaging 9.3 per cent over the next five years, according to economic forecasters at the Chemical Bank here.

Their forecasts of giving in the years 1983 through 1988 indicate annual growth rates will be lower for other major fundraising groups: health organizations and hospitals, 9.1 per cent; arts and humanities, 8.8 per cent; social services, 7.6 per cent; religion, 6.1 per cent; civic, public, and other groups, 7.0 per cent.

The Chemical Bank's forecasts show gifts to education rising to $14.5-billion in 1988, compared with an estimated total of $9.3-billion in voluntary support of education in 1983.

The average yearly increase of 9.3 per cent in giving to education would amount to 4.4 per cent when adjusted for anticipated inflation, the bank's researchers said.

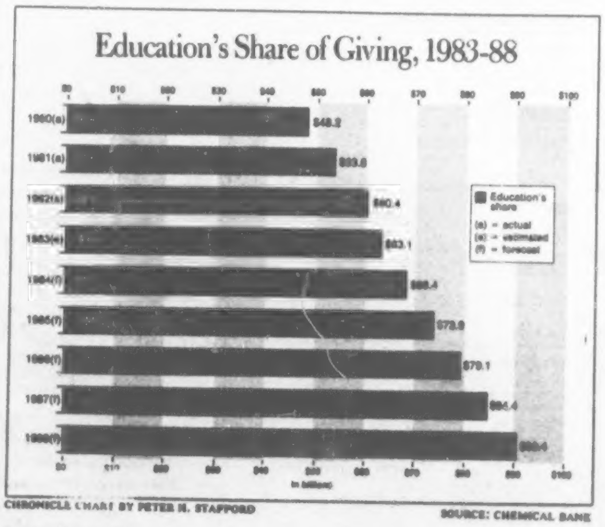
In looking at the major sources of philanthropic giving, the bank forecast average annual increases over the next five years of 9.5 per cent from corporations, 6.6 per cent from individuals, and 11.5 per cent from others.

The predicted giving by corporations would increase from an estimated $3.6-billion in 1983 to $5.5-billion in 1988. In the same period, giving by individuals is expected to increase from $50.9-billion to $70.1-billion, and total giving is expected to increase from $63.1-billion to $90.4-billion.

The bank said giving by corporations and individuals had been encouraged by recent lowering of federal tax rates and by more effective fundraising techniques.

"In response to federal cutbacks," the bank report said, "not-for-profit organizations have had to become more professional in their fundraising efforts and in the management of their financial assets."

Economic assumptions used in the Chemical Bank projections for 1983-88 included the following annual averages: growth in the Gross National Product, after inflation, 3.6 per cent; inflation, 4.9 per cent; unemployment, 7.1 per cent; growth in personal income, 6.8 per cent; increase in corporate profits, 10 per cent; and growth in population, 1.1 per cent.



CHRONICLE CHART BY PETER H. STAFFORD

SOURCE: CHEMICAL BANK

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promotion for 10 per cent of the members annually. The state had offered a 31-per-cent increase over three years.

President of 2-Year College Demoted by Trustees

The president of Wayne County Community College in Detroit has lost most of his duties in a power struggle at the 18,000-student institution. The board of trustees voted, 4 to 3, to strip the president, George Bell, of nearly all of his responsibilities, handing them to newly appointed Provost Thomas F. Waters.

Since late 1980, the college has had three presidents and two interim presidents. Mr. Bell, former chairman of the board of trustees, assumed the post last February.

His opponents said he had been demoted because of an inability to work with trustees, but his supporters said he had been stripped of his powers only after he tried to prevent one board member from seeking the $60,000-a-year post of vice-president for academic affairs. His supporters have sued in Wayne County Circuit Court to block the action.

Harvard Urged to Step Up Hiring of Minorities

Harvard University's Association of Black Faculty and Administrators has called on the university to intensify its efforts to reverse a decline in the percentage of members of minority groups on the faculty.

Following the release of a report that the proportion had slipped from 7.2 to 6.3 per cent over the last year, the association urged Harvard to establish an equal-employment panel and to "evaluate senior administrators on the basis of the performance of their units in hiring and promoting a diverse employee force."

Charles Willie, a professor of education and chairman of the association, said that "at a minimum" the faculty percentage should match the 20-per-cent minority representation in the freshman class. "We seem to be going backward," Mr. Willie said.

Commercial-Insurance Plan Guarantees Student Loans

An aid plan that includes commercial insurance to guarantee student loans was announced last week by William Blair & Co., a Chicago financial company.

The plan, as developed by the Chicago concern and a new San Francisco company, Student Loan Insurance Services, insures 90 per cent of a college's nongovernment student loans, leaving the college liable for the first 10 per cent of loan defaults.

James J. Unland, director of public finance for the Chicago company, said the recently developed system of using tax-exempt bonds to finance low-interest loans for students at private colleges had been limited to larger institutions with sufficient credit ratings to insure 100 per cent of their loans.

Most Cal. 2-Year Colleges Now Support Tuition

More than half of California's community-college districts now support charging tuition if the state restores $108-million cut from their budgets this year, according to a survey by the California Community College Trustees Association.

Thirty-nine of the 70 districts endorsed tuition, 24 did not respond, and 7 opposed it.

Most community-college officials opposed the idea when Gov. George Deukmejian originally proposed a $100-a-year fee.

Fresno Business Dean Disciplined by President

President Harold H. Haak of California State University at Fresno announced that he had disciplined Gene E. Burton, dean of the school of business and administration sciences, after investigating charges that Mr. Burton had placed the names of about 20 faculty members on scholarly papers they denied writing.

Mr. Haak said he would not disclose the action taken because of the required confidentiality of personnel matters.

Mr. Burton said that he was satisfied with the action but denied any wrongdoing.

Correction, Clarification

► A story announcing that Sidney Hook had been chosen to deliver the 1984 Jefferson Lecture in the Humanities (*The Chronicle*, November 23) omitted Robert Penn Warren from a list of previous lecturers. Mr. Warren delivered the lecture in 1974.

► A quotation in the "Personal and Professional" section, (*The Chronicle*, December 7), from a handbook distributed by the American College in Bryn Mawr, Pa., was incomplete. The handbook, *Fact Finding for Comprehensive Financial Planning*, says the most important task in financial planning is "assembling complete information."

Graduates' Job Outlook Improves by 5 Pct.

EAST LANSING, MICH.

A national survey of employers has found that hiring quotas for 1984 college graduates will be 5 per cent above last year's, the first improvement in the job market in three years.

Demand by employers for minority-group members will also be up about 5.3 per cent over the 1983 demand.

The survey, by Michigan State University's Placement Services, also found that starting salaries for 1984 graduates would be up about 2.8 per cent. That would lag slightly behind the present 2.9-per-cent inflation rate, so actually the salaries only keep pace with those of the 1983 graduates.

"What we're seeing here is a very gradual improvement in the employment picture," said John D. Shingleton, director of placement at Michigan State. "The recession has bottomed out. Employers are increasing their salary offers, and they are increasing the number of offers to graduates."

According to the survey, graduates with bachelor's degrees can expect a starting salary averaging $19,306. Those with master's degrees will average $22,094, and those with doctorates will average $23,650.

The survey, conducted by Mr. Shingleton and L. Patrick Sheetz, assistant director of placement, received responses from 647 businesses, industries, government agencies, and educational institutions that employ new college graduates. The survey does not include college faculty positions.

"You have to realize this is a very gradual increase," Mr. Shingleton cautioned. "We see no evidence that there will be a sudden burst of demand."

He added, "Through this recession, employers have found they could operate on a very lean manpower diet, and they are reluctant to reverse that trend. These employers, in fact, reported to us that their total work force was down about 1.4 per cent, yet most of these employers also report an increase in business—an interesting paradox."

Graduates in technical fields will have the upper hand in recruitment, the survey found, with the demand for electrical-engineering and computer-science graduates termed "insatiable" by Mr. Shingleton. Demand is down in some technical areas, such as chemical engineering and petroleum engineering, mainly because of the glut on the oil market.

In business, a slight increase is expected in the hiring of marketing and sales majors and of those with degrees in accounting, Mr. Shingleton said. But he anticipates a decrease in the recruitment of education, social-science, and liberal-arts majors.

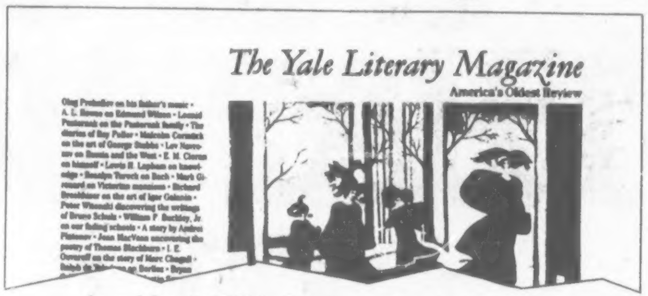
Regionally, Mr. Shingleton said, the best opportunities for graduates will be in the Southeast and Southwest, while the job market will remain tight in the Northeast, Midwest, and Northwest.

A survey reported last month by the College Placement Council indicated that graduates could expect businesses to increase hiring by 24 per cent in 1984.

As the demand for technical graduates increases, so do their salaries, the survey found. Following are the average starting salaries for graduates with bachelor's degrees, by field:

Electrical engineering	$26,643
Chemical engineering	26,164
Mechanical engineering	25,888
Computer science	25,849
Metallurgy, material science	24,445
Physics	22,852
Civil engineering	21,266
Mathematics	19,539
Accounting	18,684
Financial administration	18,122
Agriculture, natural resources	17,586
Marketing, sales	17,550
Social science	16,763
Business administration	16,650
Personnel administration	15,908
Communications	15,636
Hotel, restaurant, institutional management	15,447
Education	14,779
Arts and letters	14,179
Human ecology	13,917

Magazine May No Longer Use Yale U.'s Name, Judge Rules



An ad for the "Yale Literary Magazine," above, stresses university ties that no longer exist, the institution argues.

NEW HAVEN, CONN.

The *Yale Literary Magazine* may no longer use Yale University's name in its title, a judge here has ruled.

The publishers of the magazine—which is now privately owned—have asked for a new trial and say they will appeal the ruling if it is allowed to stand.

Judge Howard F. Zoarski of the state Superior Court for the District of New Haven said the magazine gave up its right to use the Yale name when it failed to comply with university regulations. According to those regulations, undergraduate organizations must be officially registered with the dean of students, and publications using the Yale name must be controlled by students.

The ruling came after a year of litigation. It began with a lawsuit by the American Literary Society, Inc., publisher of the magazine, seeking to block enforcement of the university's regulations, which it said were not in effect when the magazine was purchased by its present owners. Although that suit was withdrawn by the publishers, the university countersued last February, charging that the magazine was not a student organization and therefore was not entitled to call itself *The Yale Literary Magazine*, a title first used in 1836 for a journal of writing by Yale students.

The magazine was purchased for $1 in 1978 by Andrei Navrozov, a Yale alumnus, and a group of his associates. At that time the publication was said to be bankrupt and to have failed to fulfill commitments to its advertisers and subscribers.

Objections to Tone

Mr. Navrozov turned the publication into a glossy magazine with a national circulation. However, many among the Yale faculty and alumni objected to the conservative political tone it took.

Mr. Navrozov claimed that it was in response to such criticism that Yale sought to take the publication's name away from its legal owners.

The university said the name of Yale organizations and publications could not be sold, and sought through the courts to reserve the title for use by its undergraduates. Although Mr. Navrozov said there were students on the permanent staff of the publication, little student writing has been published in the magazine since he took over.

Lindsey Kiang, the university's general counsel, said Yale's goal in the legal action was "to get the name *The Yale Literary Magazine* back for future use by students at the university. That is all we are trying to achieve. This is not a 'free speech' issue, because we do not want to get at the contents of the magazine; no one was trying to do that in the first place." Mr. Kiang added that Mr. Navrozov was free to publish "whatever he would like, but not under Yale's name."

'A Political Crime'

According to Mr. Navrozov, the magazine's politics—more than its name—is the real target of the university's legal actions.

"The history of the magazine's persecution by the Yale bureaucracy is the story of a political crime," he said, adding that suppression of the magazine was the "thinly-veiled objective" of the university's suit.

"It's not just that now the magazine has a certain political 'aura' and before it did not," said Mr. Navrozov. "It's that this political aura has caused people to write to Yale and ask it to close the magazine down. It has caused pressure to be brought on the university, and in turn Yale has become an instrument in the hands of those who want the magazine to be silenced."

Mr. Kiang called Mr. Navrozov's business operation "blatant opportunism."

"He's walked off with this magazine and is trying to trade on its 150-year history and turn it into his own private publishing venture," Mr. Kiang said. "The magazine plays up the historical ties with Yale in its ads, but it really has nothing to do with that tradition; it's a totally different operation now. Some people, including our alumni, might be confused and think that this is the student '*Yale Lit*' that they once knew. But this is no longer a student organization but a business operated by nonstudent entrepreneurs."

Despite these issues, the magazine's request for a new trial and any appeal it might file will be based on legal and procedural grounds.

The lawyer who has been hired to represent the magazine charged that Judge Zoarski had denied his client the right to a trial by jury and would not allow an out-of-state lawyer to represent the magazine. In addition, said the magazine's lawyer, John R. Williams of New Haven, the judge denied a request for a postponement when the magazine found itself without proper legal representation.

"These points have nothing to do with the real issues in this case," Mr. Williams said. "We hope that a new trial will provide a fair hearing for those issues, and also cause all parties—including Yale alumni—to feel that justice has been done."

—PAUL DESRUISSEAUX

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News Summary

Articles on inside pages

Scholars are charging that an investigation of the National Archives' program for declassifying government documents is part of a campaign to harass the agency. Story on Page 5.

Reviews of scholarly books rarely appear in the popular press and are often incomprehensible when they do. Story on Page 7.

State grants to needy college students will top $1-billion for the first time this year, a 9.6-per-cent increase over last year. Story and Fact-File on Page 13.

Creation of a special committee to review research proposals involving gene therapy on humans has been recommended by the National Institutes of Health. Story on Page 17.

College-employee unions are negotiating contracts that include protection from the potential hazards of using video display terminals. Story on Page 21.

Homosexual students at Southern Methodist University are seeking university recognition for their organization—and meeting considerable hostility. Story on Page 10.

The economic crisis in Mexico has drastically undermined scientific and technological research in that country. Story on Page 25.

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U.S. Will Leave UNESCO; Cites Anti-West Bias

Some scholars disagree with decision, ask reform

By **MALCOLM G. SCULLY**

WASHINGTON

The United States served notice last week that it would withdraw from the United Nations Educational, Scientific, and Cultural Organization on December 31, 1984.

The decision could be reversed if there were dramatic changes in UNESCO's management and focus during 1984. It came after a six-month review by the State Department of U.S. membership in the 37-year-old agency, which, critics say, has become increasingly politicized and anti-West in recent years.

A number of American educators and scientists familiar with the agency, while agreeing with some of the criticisms, have argued that the United States should seek reforms from within rather than withdraw.

Under UNESCO rules, a country must give a year's notice before withdrawing.

Decision 'Inescapable'

In a letter to UNESCO's director general, Amadou Mahtar M'Bow of Senegal, Secretary of State George P. Shultz said, "We will meet our financial obligations" to UNESCO for 1984—a total of about $50-million, or one quarter of the agency's budget.

However, he said, the decision to withdraw was "inescapable," and added that UNESCO's "policy, ideological emphasis, budget, and management" had "detracted from its effectiveness."

In effect, Mr. Shultz accepted the views of critics who had charged that UNESCO has become a forum for anti-American propaganda, in some cases orchestrated by the Soviet bloc, and that its Paris headquarters has become top-heavy, bureaucratic, and inefficient. The critics have also sharply

Continued on Page 27, Column 1

ACE SOFTENS ITS PLAN

Poll Indicates Close Vote on Proposal to Enlarge Presidents' Role in NCAA

By **N. SCOTT VANCE**

Next week's vote on a proposal to give college and university presidents effective control of the National Collegiate Athletic Association is likely to be close, a *Chronicle* survey has found.

Although about one in four of the college presidents surveyed had not decided how to vote on the proposal, about 69 per cent of those who had made up their minds said they planned to vote in favor of it at the N.C.A.A. convention in Dallas. The proposal needs a two-thirds vote to pass.

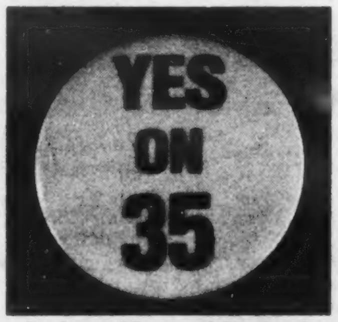
The survey has a 6-per-cent margin of error, so whether or not the proposal will be adopted remains unclear.

The proposal, sponsored by the American Council on Education, would create within the N.C.A.A. a 44-member board of college presidents that could impose rules of its own design on members of the association and suspend any rules or practices it thought improper. The A.C.E. proposal is No. 35 on the convention docket.

Officials of the American Council, predicting that they would win but that the vote would be close, softened their proposal last week in the hope of attracting more support for it.

The survey, conducted for *The Chronicle* by John Minter Associates, an independent research firm, was taken among a cross-section of college presidents or their representatives from December 9 to 22. It found that 52.3 per cent of those surveyed planned to vote for the A.C.E. proposal, that 23.5 per cent planned to vote against it, and that

Continued on Page 24, Column 1



Backers of Proposal 35, the plan to give presidents more power over N.C.A.A. rules, sport this button.

Nearly $3-Million in Debt, Fisk U. Vows to Survive Its Latest Crisis

By **CHARLES S. FARRELL**

NASHVILLE

Conservatively estimated to be worth $10-million, the art treasures of Fisk University are a magnificent asset.

Consider the Alfred Stieglitz collection—101 pieces of sculpture, paintings, and drawings, including works by Toulouse-Lautrec, Picasso, Renoir, and Georgia O'Keeffe, a patron of the university and Stieglitz's widow.

Or the extensive Afro-American art collection featuring the works of Aaron Douglas, one of the forces behind the Harlem Renaissance.

And there are the sheet music and papers of George Gershwin and other composers.

There are also an African art collection and a special collection that houses such artifacts as papers documenting the sales of slaves, the chains used to manacle those slaves, and a Bible that ex-slaves gave Abraham Lincoln on July 4, 1864.

Yet for all of its wealth of art, Fisk is an impoverished institution. Long considered a flagship among the nation's historically black colleges, Fisk today is $2.8-million in debt. The Internal Revenue Service also

Continued on Page 16, Column 1

AFTER THE PURGE

Polish Academics Carry On Subsurface Resistance

By **SUE MASTERMAN**

WARSAW

Jerzy Urban, the chief spokesman for the Polish government, was forced to apologize last month to a British journalist who had reported that members of the Polish Academy of Sciences had to sign a loyalty statement before traveling abroad. Mr. Urban originally called the report "a lie." But he later said that a member of the Polish academy had sent him a copy of the form and that it included a promise not to speak out against government policy.

The incident reflects the atmosphere in which Polish scholars and scientists are now living. Regular scrutiny by the army and the police has become a part of their lives. Military commissions hold regular investigations of school and university administrations, and soldiers are sent into classrooms to give talks on the essential role of the army in Polish life today.

After last summer's purge of university faculty members and schoolteachers, all has become quiet on the surface of Poland's educational institutions. However, an undercurrent of resistance continues.

The Communist Party has lost its prime position among student organizations, and the National Union of Socialist Students has failed to regain the members it lost to the student organization supporting Solidarity, the outlawed independent trade union. Instead, students are joining discussion circles, known as "nuclei," where they can conduct open debates.

The government warns regularly of subversive influences still at large, but apparently it is powerless to prevent the low-key resistance represented by such efforts. Even university rectors who were appoint-

Continued on Page 27, Column 1

> Many Poles have taken to wearing small pins in their lapels, bearing the initials of the phrase, 'To Be Continued Shortly.'

Student-Aid Grants by States Surpass $1-Billion this Year

By JEAN EVANGELAUF

For the first time, state grants to needy undergraduates will top $1-billion this year. According to a survey by the National Association of State Scholarship and Grant Programs, the nearly $1,051,978,000 in student aid represents a 9.6-per-cent increase over last year's awards.

The survey also found that many states are re-evaluating their student-aid programs. In the past three years 20 states created special commissions to study higher-education tuition and aid policies, and 14 are considering the establishment of new aid programs. Eight of those states may develop their own work-study programs, modeled after the federal College Work-Study Program. Since 1981, seven states have established such programs, with most of them allowing students to work for employers in the private as well as the public sector.

Increasing the supply of mathematics and science teachers in elementary and secondary schools is a widespread goal of state aid programs. In the last few years 10 states have offered financial incentives, most often loan-forgiveness programs, to encourage students to choose teaching careers in those fields, and four other states may follow their lead.

Along with the rise in aid, the number of grant recipients is also increasing. In the 1983-84 academic year, 1,281,193 needy undergraduates will receive state aid, up 2.5 per cent over last year. The average undergraduate award will rise by 6.9 per cent, from $768 to $821.

The survey conclusions are based on state appropriations for student aid and on estimates of the number of recipients, so the actual figures may differ from those in the survey report.

The report, written by Kenneth R. Reeher, executive director of the Pennsylvania Higher Education Assistance Agency, and Jerry S. Davis, director of research and policy analysis at the agency, noted that over the last two years most state award volumes had grown or decreased by less than 5 per cent. Twelve states reduced the volume of grants by more than 5 per cent, but all of them had small programs that awarded less than $5-million a year.

Although he cautioned that the data were not conclusive, Mr. Davis said the following figures suggested "a realistic picture of the changes in need-based undergraduate aid patterns":

► More part-time students are receiving state aid. This year 4.7 per cent of the recipients will be enrolled part time, compared to only 0.2 per cent last year.

► The proportion of aid recipients aged 26 and older increased from 13.7 per cent last year to 14.6 per cent this year.

► The mix of aid recipients attending public and private colleges and universities is changing. The proportion of aid recipients attending four-year private institutions declined from 31.2 per cent last year to 29.5 per cent this year, while the proportion of recipients at four-year public colleges increased from 40.7 per cent to 41.4 per cent in the same period. This year 19.3 per cent of the aid recipients will attend public two-year colleges, up from 17.3 per cent last year.

► Proportionately more aid is going to students whose family income is less than $9,000. In 1982-83 students in this group represented 37.5 per cent of grant recipients and received 37.7 per cent of the grant dollars. This year they will represent 42.9 per cent of the recipients and receive 40.2 per cent of the aid.

The survey also collected information on state undergraduate grant awards not based on need. Twenty-four states make such awards, with Florida, Georgia, Michigan, New York, North Carolina, and Virginia having the largest programs. The volume of such grants is expected to rise by 11 per cent this year and total $110.9-million.

State aid to needy graduate and professional students will total nearly $18.3-million, a 15.4-per-cent increase over last year. Graduate-student aid not based on need will increase by only 2.9 per cent and will amount to about $4.8-million.

Aid distributed through the State Supplemental Incentive Grant program, under which federal funds are awarded if the state matches or betters the federal contribution, will decrease by nearly 19 per cent this year. Those funds will account for 5.6 per cent of need-based aid, down from 7.2 per cent last year.

Fifteen states have programs requiring a specific measure of academic potential as a condition of eligibility. About $154.2-million will be awarded to needy undergraduates through such programs, up 16.5 per cent from last year.

The survey report noted that eight states aid needy public-college students through special programs, and that about $15.3-million will be distributed through such plans this year. The 13 states with grant funds earmarked for needy private-college students anticipate spending about $101.7-million on those programs this year.

In addition, 13 states reported a total of $39-million in special aid programs, such as those for veterans and those administered by individual colleges or by other state agencies. Two states, Massachusetts and New York, together accounted for more than $25-million of that money.

The states were also polled on administrative procedures used to verify data about applicants. Fourteen state aid agencies check the applicants' federal or state tax forms; six others exchange computer data files with their state tax agencies; and in 15 states the verification is done by campus financial-aid offices. The other states either conduct regular campus program reviews or verify random samples and suspicious applications.

Among the new state aid programs established over the last three years:

► Vermont offers grants to unemployed residents for nondegree training.

► Massachusetts aids public-assistance recipients who are heads of households enrolled in degree programs full or part time.

► West Virginia waives tuition and certain fees for graduate assistants.

Copies of the survey report may be obtained for $5 each from the Pennsylvania Higher Education Assistance Agency, Towne House, 660 Boas Street, Harrisburg, Pa. 17102. Requests should be marked "Attention: Research and Statistics."

FACT–FILE

Estimated State Student Aid, 1983-84

Undergraduate

	Need-based assistance			Non-need assistance		
	Dollars paid out	Number of awards	Average award amount	Dollars paid out	Number of awards	Average award amount
Alabama	$ 1,751,000	2,167	$ 808	$ 2,835,000	7,595	$ 373
Alaska	191,000	127	1,504	—	—	—
Arizona	2,042,000	2,950	692	—	—	—
Arkansas	2,183,000	10,801	202	125,000	n/a	n/a
California	89,025,000	62,763	1,418	—	—	—
Colorado	7,354,000	10,000	735	6,764,000	10,380	652
Connecticut	9,412,000	11,950	788	110,000	n/a	n/a
Delaware	573,000	858	668	20,000	9	2,222
District of Columbia	876,000	760	1,153	—	—	—
Florida	14,028,000	20,033	700	11,951,000	15,366*	788*
Georgia	3,741,000	12,800	292	11,283,000	16,616*	679*
Hawaii	493,000	1,400	352	—	—	—
Idaho	379,000	746	508	123,000	82	1,500
Illinois	104,589,000	119,350	876	541,000	1,573	344
Indiana	22,629,000	41,202	549	437,000	871*	502*
Iowa	20,268,000	13,811	1,468	—	—	—
Kansas	4,664,000	5,800	804	—	—	—
Kentucky	8,228,000	20,500	401	—	—	—
Louisiana	1,707,000	3,500	488	1,232,000	8,087	152
Maine	490,000	2,900	169	—	—	—
Maryland	5,525,000	12,453	444	1,271,000	1,558	816
Massachusetts	27,101,000	32,710	829	800,000	808	990
Michigan	30,632,000	31,748	965	15,492,000	46,200	335
Minnesota	43,534,000	45,283*	961*	—	—	—
Mississippi	1,015,000	2,000	508	1,268,000	193*	6,570*
Missouri	8,796,000	13,425	655	—	—	—
Montana	331,000	650	509	—	—	—
Nebraska	860,000	1,800	478	—	—	—
Nevada	327,000	654	500	—	—	—
New Hampshire	529,000	1,443	367	3,000	15	200
New Jersey	49,679,000	72,480	685	567,000	1,924	295
New Mexico	1,000,000*	1,500*	667*	—	—	—
New York	327,320,000	332,500	984	18,318,000	67,000*	267*
North Carolina	4,172,000	6,003	695	17,458,000	23,277	750
North Dakota	665,000	1,550	429	—	—	—
Ohio	40,000,000	63,000	635	5,250,000	n/a	n/a
Oklahoma	7,168,000	18,800	381	—	—	—
Oregon	8,836,000	15,132	584	—	—	—
Pennsylvania	86,039,000	120,140	716	500,000	122*	2,459*
Rhode Island	7,393,000	11,842	624	—	—	—
South Carolina	12,578,000	7,000	1,796	—	—	—
South Dakota	270,000	1,273	212	—	—	—
Tennessee	7,081,000	14,600	485	—	—	—
Texas	25,530,000	24,100	1,059	—	—	—
Utah	1,199,000	1,689	710	—	—	—
Vermont	7,114,000	9,115	780	—	—	—
Virginia	4,079,000	7,000	583	11,609,000	12,220	950
Washington	7,398,000	10,604	698	31,000	20*	1,550*
West Virginia	4,389,000	5,870	748	2,900,000	2,400	1,208
Wisconsin	23,523,000	34,341	685	—	—	—
Wyoming	204,000*	279*	731*	—	—	—
Other***	13,068,000	35,791	365	—	—	—
Total	**$1,051,978,000**	**1,281,193**	**$ 821**	**$110,888,000**	**216,316**	**$ 513**

Graduate and Professional

	Need-based assistance			Non-need assistance		
	Dollars paid out	Number of awards	Average award amount	Dollars paid out	Number of awards	Average award amount
Alabama	$ 34,000	33	$1,030	—	—	—
Arizona	**	—	—	—	—	—
California	3,874,000	1,151	3,366	—	—	—
Colorado	647,000	350*	1,849*	$ 965,000	950*	$ 1,016*
Connecticut	38,000	53	717	—	—	—
District of Columbia	71,000	106	670	24,000	6	4,000
Delaware	**	—	—	—	—	—
Florida	7,000	8*	875	54,000	367*	147*
Georgia	—	—	—	500,000	n/a	n/a
Idaho	24,000	37	649	—	—	—
Indiana	—	—	—	200,000	n/a	n/a
Kansas	—	—	—	428,000	56	7,643
Louisiana	—	—	—	77,000	77	1,000
Maryland	256,000	486	527	15,000	27	556
Massachusetts	2,567,000	2,035	893*	—	—	—
Michigan	1,368,000	1,152	1,188	—	—	—
Mississippi	**	—	—	242,000	138*	1,449*
New Hampshire	2,000	7	286	429,000	n/a	n/a
New Jersey	600,000	211	2,844	400,000	100	4,000
New York	6,680,000	17,500	382	1,354,000	n/a	n/a
North Carolina	1,058,000	420	2,519	—	—	—
Oklahoma	832,000	1,200	693	—	—	—
Oregon	82,000	36	2,278	—	—	—
Texas	**	—	—	—	—	—
Utah	1,000	1	1,000	—	—	—
Vermont	106,000	75	1,413	—	—	—
West Virginia	—	—	—	68,000*	60*	1,133*
Wisconsin	9,000	9	1,000	—	—	—
Wyoming	36,000*	21*	1,714*	—	—	—
Total	**$18,292,000**	**24,891**	**$ 735**	**$4,758,000**	**1,781**	**$2,680**

n/a Not available.

* Indicates 1982-83 data.

** Data could not be broken down into graduate versus undergraduate categories, and are included in undergraduate totals.

*** Includes American Samoa, Guam, Puerto Rico, Trust Territory, and the Virgin Islands.

Note: Data reported do not represent all state-supported financial aid to students, but only those funds distributed through the identified programs. Totals include 1982-83 appropriations where 1982-83 figures are not available.

SOURCE: NATIONAL ASSOCIATION OF STATE SCHOLARSHIP AND GRANT PROGRAMS

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News Summary

Articles on inside pages

After three years of chaos, control of Wayne County Community College has been turned over to Michigan's Superintendent of Schools. Story on Page 3.

The supply of biomedical researchers in the United States appears to be leveling off, according to a recent report. Story on Page 19.

The federal government has given health-professions schools another year to reduce delinquency in the repayment of student loans. Story on Page 19.

A judgment against the State of Washington in a "comparable worth" sex-bias case is having repercussions in higher education. Story on Page 21.

A federal judge has blocked the release of Richard Nixon's Presidential papers, saying the rules governing their release are unconstitutional. Story on Page 9.

Television ratings for college football games were lower than ever this year, and college sports officials are concerned. Story on Page 25.

A synthetic hormone that promotes human growth is the latest worry of sports officials concerned about athletes' misuse of "performance enhancing" drugs. Story on Page 25.

India's Prime Minister has pledged her government's support in relieving the "frustrations" of scientists and scholars in that country. Story on Page 29.

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U.S. Decision to Quit UNESCO Seen Reversible

Official says Shultz letter to UN leaves door open

By **MALCOLM G. SCULLY**

WASHINGTON

Despite the Reagan Administration's tough line on American participation in the United Nations Educational, Cultural, and Scientific Organization, some educators and scientists believe that the American decision to withdraw by the end of this year could be reversed.

"I'm optimistic that the decision will prove not to be irrevocable," said James B. Holderman, president of the University of South Carolina and chairman of the U.S. National Commission on UNESCO.

Mr. Holderman noted that Secretary of State George P. Shultz had left the door open for a reversal in a letter explaining the decision to Javier Perez de Cuellar, Secretary General of the United Nations.

"This year will give UNESCO a potential opportunity to respond to the serious concerns that have caused our withdrawal," Mr. Shultz wrote. "We remain open to indications of significant improvement. We would, of course, welcome meaningful changes that would eliminate the suppression of minority views within UNESCO, and restore fiscal integrity to the organization."

The letter "indicates that if UNESCO made some modifications, we will reconsider," Mr. Holderman said, adding that he

Continued on Page 30, Column 1

Ohio State Eyes 'Computer Literacy': Who Needs It? Who Should Teach It?

By **JUDITH AXLER TURNER**

COLUMBUS, OHIO

"It is probably impossible to tell how many computer-literacy courses we have," says Martin B. Solomon, director of academic computing at Ohio State University—and he ought to know if anyone does.

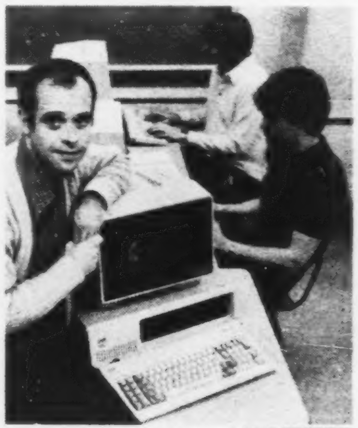
Most of Ohio State's 17 colleges are considering proposals for new computer-literacy courses or revisions of old courses to include a computer-literacy component, Mr. Solomon says. It is even hard to know which existing courses teach computer literacy. Many courses that use a computer, Mr. Solomon notes, are not called computer-literacy courses, "yet very often they introduce the computer to people who never used it before."

"It even depends on who teaches a course," he adds. "The same course might include computer literacy with one professor and not with another."

Who teaches computer literacy has become a subject of hot debate on the Ohio State campus.

Three years ago the College of Agriculture began to require all majors to take either a computers-in-agriculture course given in the college or a course using a large mainframe computer given by the Department of Computers and Information Science.

That department, known as C.I.S. on the campus, believes in requiring computer literacy, but adds one stipulation: it should teach it.



J. KEVIN FITZSIMONS

"There are good academic reasons why computer science ought to be taught by computer scientists," says Ohio State's Bruce W. Weide.

Ohio State's administration is undecided, waiting for a decision from an advisory committee on academic computing, which only began to discuss the issue during the 1982-83 academic year.

The proliferation of computer-based courses and computer-literacy courses at Ohio State raises questions that are echoed in colleges and universities across the country:

- ► What is computer literacy?
- ► Who needs it?
- ► Who should teach it?

"These people are debating honest

Continued on Page 14, Column 1

Argentina Moving to Restore University Autonomy

Provisional governing boards set up; 200,000 teachers to be rehired at schools, colleges

By **CRISTINA BONASEGNA**

BUENOS AIRES

Argentina's new government has moved quickly to fulfill its commitment to end eight years of authoritarian rule at the country's universities.

President Raúl Alfonsín, vowing to replace "public immorality with a decent government," said in his inaugural address that his government would abolish "ideological discrimination" at colleges and universities and that education would receive top priority in his administration.

Shortly after Mr. Alfonsín's Radical Party took power, Carlos Alconada Aramburú, Minister of Education and Justice, announced a set of measures aimed at restoring autonomy to the university system. The decree provides for the creation on each university campus of a provisional governing board, to be made up of a government-appointed observer, faculty deans, and three representatives of the student federation.

The provisional boards will set university policies until the government's reorganization of the university system is approved by the Argentine Congress.

Each faculty within the universities will be governed by a board made up of the dean, one faculty member from each department, and student representatives.

Tenure Decisions Suspended

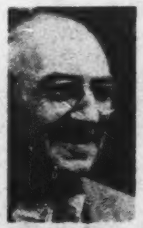
The decree also suspends all decisions on tenure for faculty members appointed under the military government and abolishes legislation that set ideological tests for faculty and administrative appointments.

At the same time, Alfredo Bravo, undersecretary for educational administration at the Ministry of Education and Justice, announced that about 200,000 schoolteachers and university faculty members who had been dismissed for ideological reasons since 1973 would be rehired.

Mr. Bravo, who lost his job as a schoolteacher in 1974, was at the time of his Cabi-

Continued on Page 30, Column 1

In the 'Scholarship' Section



At the centennial of his birth, William Carlos Williams is finally getting the critical attention many scholars say he deserves. A lot of that attention was paid at the recent meeting of the M.L.A. See Page 7.

Robert William Fogel, the co-author of *Time on the Cross*, a controversial 1974 study of the economics of slavery in America, says "the time has come to cut the tie between the economic success or failure of slavery and its moral evil or virtue." He called on historians to indict slavery on other grounds. See Page 7.

FACT-FILE

Earned Degrees Conferred in 1981-82 by U.S. Colleges and Universities

Public institutions

	Bachelor's degrees			Master's degrees			Doctor's degrees		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Agriculture, natural resources	13,961	6,335	20,296	2,970	986	3,956	914	149	1,063
Architecture, environmental design	5,336	2,169	7,505	1,537	731	2,268	34	13	47
Area studies	345	656	1,001	232	192	424	20	22	42
Biological sciences	13,931	11,314	25,245	2,668	1,806	4,474	1,915	702	2,617
Business, management	84,052	55,470	139,522	18,799	7,575	26,374	490	95	585
Communications	10,746	14,014	24,760	881	989	1,870	104	45	149
Computer, information sciences	9,614	5,228	14,842	1,959	759	2,718	148	15	163
Education	19,331	58,466	77,797	19,737	49,927	69,664	2,907	2,626	5,533
Engineering	52,977	6,632	59,609	10,472	982	11,454	1,569	82	1,651
Fine, applied arts	8,513	14,900	23,413	2,370	3,022	5,392	229	178	407
Foreign languages	1,368	4,295	5,663	393	952	1,345	145	157	302
Health professions	6,850	33,764	40,614	2,329	8,088	10,417	399	276	675
Home economics	774	14,535	15,309	165	1,777	1,942	62	167	229
Law	238	227	465	348	62	410	3	—	3
Letters	8,401	14,472	22,873	2,028	3,521	5,549	538	493	1,031
Library science	32	233	265	557	2,682	3,239	24	39	63
Mathematics	4,033	2,967	7,000	1,336	703	2,039	373	64	437
Military sciences	259	21	280	48	1	49	—	—	—
Physical sciences	11,134	3,617	14,751	3,210	838	4,048	1,926	291	2,217
Psychology	8,606	16,931	25,537	1,744	2,195	3,939	824	617	1,441
Public affairs, services	10,176	15,421	25,597	4,608	6,545	11,153	112	94	206
Social sciences	32,547	26,257	58,714	4,556	2,761	7,317	1,296	476	1,772
Theology	5	—	5	—	—	—	—	—	—
Interdisciplinary studies	12,606	12,806	25,412	1,083	1,171	2,254	154	102	256
All fields	315,745	320,730	636,475	84,030	98,265	182,295	14,186	6,703	20,889

Private institutions

	Bachelor's degrees			Master's degrees			Doctor's degrees		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Agriculture, natural resources	482	251	733	144	63	207	11	5	16
Architecture, environmental design	1,489	734	2,223	705	354	1,059	24	9	33
Area studies	557	951	1,508	148	178	326	35	21	56
Biological sciences	8,823	7,571	16,394	758	642	1,400	739	387	1,126
Business, management	47,047	29,248	76,295	25,560	9,494	35,054	215	57	272
Communications	4,171	5,291	9,462	697	760	1,457	32	19	51
Computer, information sciences	3,604	1,821	5,425	1,666	551	2,217	82	6	88
Education	5,054	18,212	23,266	6,034	17,406	23,440	1,042	1,101	2,143
Engineering	17,922	2,474	20,396	5,839	646	6,485	927	58	985
Fine, applied arts	6,306	10,703	17,009	1,496	1,858	3,354	151	112	263
Foreign languages	1,026	3,152	4,178	216	447	663	97	137	234
Health professions	3,255	19,784	23,039	1,677	4,409	6,086	104	146	250
Home economics	242	2,321	2,563	36	377	413	11	7	18
Law	178	203	381	1,162	321	1,483	17	2	19
Letters	7,585	10,235	17,820	1,098	1,579	2,677	377	273	650
Library science	11	31	42	242	1,025	1,267	7	14	21
Mathematics	2,560	2,039	4,599	485	203	688	214	30	244
Military sciences	3	—	3	—	—	—	—	—	—
Physical sciences	6,732	2,569	9,301	1,108	358	1,466	909	160	1,069
Psychology	5,017	10,477	15,494	1,465	2,387	3,852	694	645	1,339
Public affairs, services	3,777	5,054	8,831	3,677	4,558	8,235	133	90	223
Social sciences	22,784	18,400	41,184	2,882	1,752	4,634	944	349	1,293
Theology	4,456	1,537	5,993	2,650	1,414	4,064	1,185	103	1,288
Interdisciplinary studies	4,538	5,846	10,384	1,757	967	2,724	88	49	137
All fields	157,619	158,904	316,523	61,502	51,749	113,251	8,038	3,780	11,818

All institutions

	Bachelor's degrees			Master's degrees			Doctor's degrees		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Agriculture, natural resources	14,443	6,586	21,029	3,114	1,049	4,163	925	154	1,079
Architecture, environmental design	6,825	2,903	9,728	2,242	1,085	3,327	58	22	80
Area studies	902	1,607	2,509	380	370	750	55	43	98
Biological sciences	22,754	18,885	41,639	3,426	2,448	5,874	2,654	1,089	3,743
Business, management	131,099	84,718	215,817	44,359	17,069	61,428	705	152	857
Communications	14,917	19,305	34,222	1,578	1,749	3,327	136	64	200
Computer, information sciences	13,218	7,049	20,267	3,625	1,310	4,935	230	21	251
Education	24,385	76,678	101,063	25,771	67,333	93,104	3,949	3,727	7,676
Engineering	70,899	9,106	80,005	16,311	1,628	17,939	2,496	140	2,636
Fine, applied arts	14,819	25,603	40,422	3,866	4,880	8,746	380	290	670
Foreign languages	2,394	7,447	9,841	609	1,399	2,008	242	294	536
Health professions	10,105	53,548	63,653	4,006	12,497	16,503	503	422	925
Home economics	1,016	16,856	17,872	201	2,154	2,355	73	174	247
Law	416	430	846	1,510	383	1,893	20	2	22
Letters	15,986	24,707	40,693	3,126	5,100	8,226	915	766	1,681
Library science	43	264	307	799	3,707	4,506	31	53	84
Mathematics	6,593	5,006	11,599	1,821	906	2,727	587	94	681
Military sciences	262	21	283	48	1	49	—	—	—
Physical sciences	17,866	6,186	24,052	4,318	1,196	5,514	2,835	451	3,286
Psychology	13,623	27,408	41,031	3,209	4,582	7,791	1,518	1,262	2,780
Public affairs, services	13,953	20,475	34,428	8,285	11,103	19,388	245	184	429
Social sciences	55,241	44,657	99,898	7,438	4,513	11,951	2,240	825	3,065
Theology	4,461	1,537	5,998	2,650	1,414	4,064	1,185	103	1,288
Interdisciplinary studies	17,144	18,652	35,796	2,840	2,138	4,978	242	151	393
All fields	473,364	479,634	952,998	145,532	150,014	295,546	22,224	10,483	32,707

Selected professional degrees

	Public institutions			Private institutions			All institutions		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Chiropractic	—	—	—	2,157	469	2,626	2,157	469	2,626
Dentistry	2,674	480	3,154	1,793	335	2,128	4,467	815	5,282
Law	9,177	4,563	13,740	14,788	7,463	22,251	23,965	12,026	35,991
Medicine	7,352	2,354	9,706	4,515	1,593	6,108	11,867	3,947	15,814
Optometry	327	103	430	562	118	680	889	221	1,110
Osteopathic medicine	285	79	364	575	108	683	860	187	1,047
Pharmacy	174	154	328	191	106	297	365	260	625
Podiatry, podiatric medicine	—	—	—	535	63	598	535	63	598
Theological professions	—	—	—	5,817	1,084	6,901	5,817	1,084	6,901
Veterinary medicine	1,222	667	1,889	79	70	149	1,301	737	2,038

SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS

The ACT
National Center
for the Advancement
of Educational Practices

Campus Programming for the 80s:
Toward Success and Quality

Conference Series 1983-84

Location and Date	Conference Topic
Albany	
Mar. 12-13, 1984	Promotional Techniques and Practices for Recruiting Adults
May 1-2, 1984	How to Succeed with Academically Underprepared Students
May 2-3, 1984	Achieving Excellence in Academic Advising
May 4, 1984	What Works with Exploratory/Undecided Students
Atlanta	
Jan. 31-Feb. 1, 1984	How to Succeed with Academically Underprepared Students
Feb. 1-2, 1984	Achieving Excellence in Academic Advising
Feb. 3, 1984	What Works with Exploratory/Undecided Students
Feb. 22-23, 1984	Evaluating, Developing, and Promoting General Education
Feb. 24, 1984	Mobilizing a Campus-wide Retention Effort
Chicago	
Feb. 14-15, 1984	How to Succeed with Academically Underprepared Students
Feb. 15-16, 1984	Achieving Excellence in Academic Advising
Feb. 17, 1984	What Works with Exploratory/Undecided Students
May 7-8, 1984	Promotional Techniques and Practices for Recruiting Adults
Dallas	
Jan. 17-18, 1984	How to Succeed with Academically Underprepared Students
Jan. 18-19, 1984	Achieving Excellence in Academic Advising
Jan. 20, 1984	What Works with Exploratory/Undecided Students
Feb. 7, 1984	Mobilizing a Campus-wide Retention Effort
Los Angeles	
Feb. 8-9, 1984	Evaluating, Developing, and Promoting General Education
Feb. 10, 1984	Mobilizing a Campus-wide Retention Effort
Mar. 6-7, 1984	How to Succeed with Academically Underprepared Students
Mar. 7-8, 1984	Achieving Excellence in Academic Advising
Mar. 9, 1984	What Works with Exploratory/Undecided Students
Orlando	
Feb. 21, 1984	Mobilizing a Campus-wide Retention Effort
San Francisco	
May 10-11, 1984	Promotional Techniques and Practices for Recruiting Adults
Washington, D.C.	
Feb. 7-8, 1984	How to Succeed with Academically Underprepared Students
Feb. 8-9, 1984	Achieving Excellence in Academic Advising
Feb. 10, 1984	What Works with Exploratory/Undecided Students
Mar. 15-16, 1984	Promotional Techniques and Practices for Recruiting Adults

**For more information, contact Dr. Lee Noel,
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ACT

959

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Side-lines

The question of whether college athletes should be considered employees of their universities was the topic of discussion last week on the "Phil Donahue Show," a popular morning television program.

Appearing with Mr. Donahue was Ernest Chambers, a Nebraska State Senator, who has introduced bills that would declare that all football and basketball players at major state universities are employees. Should his bill pass, athletes would be paid for their services and would not have to enroll as students.

"We are living in a fantasy world," Mr. Chambers said, "pretending that big-time athletes are being educated." Many athletes, he said, are brought to a university only to bring money to the institution by playing football, and should therefore be paid outright.

The television audience booed Mr. Chambers's views several times, and apparently agreed with the other participants on the show, John L. Toner, president of the National Collegiate Athletic Association, and G. E. (Bo) Schembechler, football coach at the University of Michigan.

"I'll tell you right now that we are not going to pay the players," Mr. Schembechler said. "This evil—big-time football—has generated enough revenue to give scholarships to men and women in all sports," he added. "It's how we use the money that's important, as well as the positive effect that the experience has had on those who played."

•

Jerry Tarkanian, the colorful and controversial basketball coach at the University of Nevada at Las Vegas, lashed out at his critics and speculated about his future employment possibilities in a recent interview with the Washington *Post*.

His basketball program at Las Vegas was placed on probation in 1977 by the National Collegiate Athletic Association. Another of his programs, at California State University at Long Beach, got probation in 1975.

"You know, people talk about our program, say bad things about me, call us names all the time," he said.

"The N.C.A.A. came after me and they got me. I'm not saying we didn't break rules, but we didn't do one-hundredth of the things U.C.L.A. or U.S.C. were doing. I've never paid a kid to come here, never. I've lost kids [potential recruits] because they got bought. You ask any player I've ever had—not the ones here now because they'll lie for you—ones who are out of the program five, six, seven years. Ask them if we paid them."

He added: "Our program isn't totally straight now; you couldn't be and have any kind of relationship with your players. The rules are so strict now, you take a kid to a movie, to a game, to dinner, anything, it's a violation."

He loves his current job, Mr. Tarkanian said, "but if I ever get out of coaching, I know what I'd do. I'd take over the N.C.A.A. enforcement division and go after all the coaches who cheat like hell. I'd go after the hypocrites first. Of course, that would be about 80 per cent of them."

Athletics

Physicians Fear Athletes May Misuse Synthetic Human Growth Hormone

By KIM McDONALD

Sports officials concerned about the misuse of anabolic steroids and other "performance enhancing" drugs may soon be faced with another potentially dangerous and controversial substance: synthetic human growth hormone.

Melvin M. Grumbach, chairman of the pediatrics department at the University of California at San Francisco, has conducted clinical trials on the hormone. He said in an interview that he has received telephone calls from parents requesting treatments to accelerate the growth of their short, but otherwise normal, children.

Dr. Grumbach warned that indiscriminate use of the new drug by physicians, who may be pressured by parents to make their children "bigger or more competitive," could unknowingly expose these children to medical dangers.

The requests followed a report, recently published by Dr. Grumbach and his colleagues in the *New England Journal of Medicine*, which showed that the hormone was capable of increasing the growth rate of normal children.

One boy who recently called, Dr. Grumbach said, asked to be treated because he was 5 feet 7 inches tall and needed extra height to play basketball.

"I can hold them off," Dr. Grumbach said, adding that he has turned down such requests. "But can the local physicians hold off?"

He said he was particularly troubled by reports that parents in Texas have held their children back in school to increase their chances of playing on football squads, noting that the same reasoning could result in numerous requests to treat normal children with the growth hormone, even though the side effects of the drug are not known.

'Unknown Effects'

"I'm concerned about a lot of unknown effects" of the hormone on normal children, he said, and the danger that if people discover that a small amount of hormone can produce a desirable effect, they will conclude that a lot is better. "There's always a temptation to give more and more."

He warned that excessive amounts of the growth hormone could possibly cause a mild diabetic condition, impaired nerve function, and acromegaly—the abnormal enlargement of skeletal features, such as the jaw, nose, or fingers.

"Before touting this," added Dr. Grumbach, "we should know right from the start about the effects of indiscriminate use of growth hormone."

Despite those warnings, researchers knowledgeable about drug use by athletes believe that some will misuse the hormone when it is approved by the U.S. Food and Drug Administration and made available to physicians by drug companies.

William N. Taylor, a Florida sports physician who hopes to convince U.S. athletic governing bodies to ban the drug, warned that "body builders, runners, and strength athletes of all types are becoming more interested in this hormone."

"Human growth hormone, if injected repeatedly into normal children with athletic potential, will change both the athlete and the whole arena of athletics," he told a recent meeting of the American Medical Joggers Association. "What it does . . . is frightening enough to be considered a crisis by many."

Sports-medicine researchers said some weight lifters and body builders in this country recently have begun taking a growth hormone called somatotropin, after hearing reports that it can increase muscle size.

David Pearson, a graduate student at Ball State University who has studied the

Continued on Following Page

Television Ratings of College Football Hit All-Time Low

By N. SCOTT VANCE

Television ratings for college football games hit an all-time low this year, causing college officials and broadcasters to speculate on how to prevent further decline.

The drop in popularity of college games is part of an overall decrease in recent ratings for all televised sports events, and is attributed by many to a dramatic increase in sports programming, especially on cable TV.

With more televised events to choose from, many observers say, viewers are simply less likely to watch college football, or any other individual sports program.

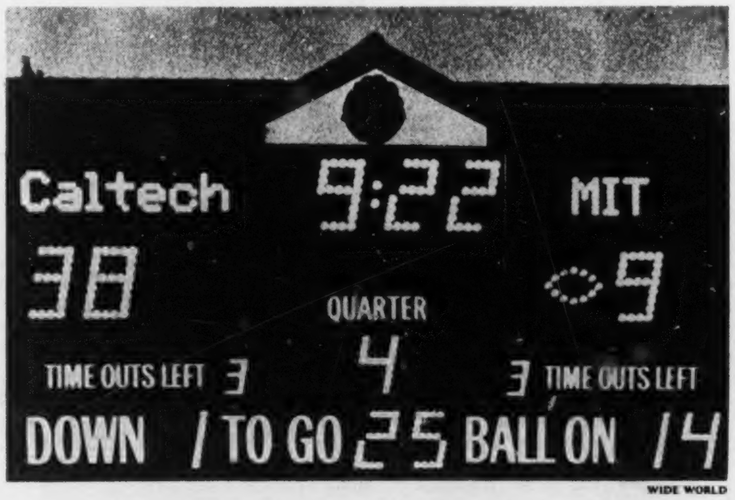
The average rating for college football games during the regular season dropped from 10.7 in 1982 to 9.8 in 1983. The rating is the average percentage of television sets in the United States that were tuned to college football when it was being broadcast.

Of the television sets actually in use at the time of college football broadcasts, 26 per cent were tuned to the college games. In 1982, the "share," as that figure is called by broadcasters, was 28 per cent.

Preliminary ratings for some major bowl games were also lower this year than last, network officials reported. The preliminary ratings, however, are considered by some in the industry to be relatively unreliable indicators of a sports program's pop-

Continued on Following Page

Caltech Pranksters Score in the Rose Bowl



WIDE WORLD

PASADENA, CAL.

The football team from the California Institute of Technology wasn't playing in last week's Rose Bowl, but the institution's name appeared on the scoreboard nonetheless, thanks to two enterprising Caltech undergraduates.

Ted Williams and Dan Kegel, seniors at the institute, worked 15 months to develop a radio system to control the scoreboard. Operating from a nearby hillside, they directed the board during the fourth quarter to substitute "Caltech" and "MIT" (for Massachusetts Institute of Technology) for the abbreviated names of the true contestants, the University of California at Los Angeles and the University of Illinois.

Before the game, Mr. Kegel had submitted the project for academic credit. Stanley Bacon, lecturer in electrical engineering, says he'll get it, and adds that it was more elaborate than projects done by other students.

Mr. Kegel originally told Mr. Bacon that their system was designed to provide remote control of the electronic boards used to report stock prices.

"Mr. Bacon didn't know about the prank until just before the game, when Dan Kegel telephoned to tell him to be sure to watch the Rose Bowl to see how his project worked," according to Winifred Veronda, a Caltech spokesman.

U.C.L.A., not Caltech, won the game, by a score of 45-9. —N.S.V.

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Misuse of Hormone Feared

Continued from Preceding Page

use of steroids and other drugs by athletes, said that, even though the body builders he has interviewed must pay as much as $200 for each injection and have discovered that the drug produces "gross disfigurement," they continue to use it. "They really felt it was the ticket," he said.

Somatotropin causes cartilage tissue to grow and produces a slight increase in muscle mass, but it also enlarges joints and creates a "Neanderthal effect" in the facial features of those who regularly use the drug, he said.

"A lot of these people just don't care," he added. "We're dealing with a strange type of athlete who has become so preoccupied with muscle mass and growth that he is really willing to do just about anything."

Human growth hormone, which is extracted from the pituitary glands of human cadavers, has been used for decades to treat dwarfism, but has been available in limited amounts. This natural hormone is regulated and distributed in the United States by the National Hormone and Pituitary Program at the University of Maryland medical school.

Recent developments in genetic engineering have allowed scientists to produce more than enough synthetic human growth hormone to treat children suffering from dwarfism. But the additional supply is forcing physicians to decide if the treatment should be extended to others.

Because of the great potential for harm to children by the indiscriminate use of the hormone, Dr. Grumbach said he and other researchers have spoken at meetings of the American Academy of Pediatrics and other professional groups in an attempt to alert physicians and the public about the potential dangers posed by widespread use of the hormone.

"Is it ethical to provide growth hormone to kids who are 5-feet-4 to make them 5-feet-8?" asked Mortimer B. Lipsett, director of the National Institute of Child Health and Human Development.

Because the hormone treatment now costs $17,000 to $18,000 per year and requires giving a child injections three times a week, Dr. Grumbach said medical professionals will have to decide whether it should be reserved for those who really need it. Insurance companies, he added, will also have to decide whether they should pay for treatments for "children who are not sick."

Recommended Restrictions

While F.D.A. officials said they could not say when the agency is likely to approve the synthetic hormone or what type of restrictions it will place on the drug, one official there said it probably will recommend initially that physicians prescribing the drug restrict its use to patients suffering from pituitary-gland deficiencies.

"Beyond that, there is a lot of latitude for doctors to use drugs for other than prescribed uses, and the F.D.A. doesn't interfere with them," he said.

Some researchers say they believe the high cost of the hormone treatments and pressure on physicians to limit the drug to prescribed uses will prevent widespread abuse.

In addition, said Henry I. Miller, a medical officer for the F.D.A., researchers may eventually find that the use of the hormone in normal individuals will only accelerate growth, and will not "overcome a genetic predisposition to be short."

But if some athletes or others believe they can receive any benefit at all from a restricted drug, Mr. Pearson of Ball State said, they will misuse it, even though it may be costly, difficult to obtain, and dangerous.

In a 1981 survey of athletes who use steroids, Mr. Pearson said he found that only 36 per cent obtained the drug (which is legally available only by prescription) from physicians. The others had received it from pharmacists, athletic trainers, and other sources, such as athletes who buy steroids legally in Europe and Mexico.

While the widespread misuse of steroids has presented a thorny problem for sports officials, Mr. Pearson said the potential for serious medical harm from misuse of synthetic human growth hormone is much greater, because the effects would be irreversible, and the drug would be used on children.

"There are certainly going to be individuals who will want to turn their kids into giants," he said.

"Sports officials may be slow to react to the possible abuse of human growth hormone or they may be unable to slice through the system to halt the use of it by athletes," Dr. Taylor wrote in his recently-published book, *Anabolic Steriods and the Athlete*. "College and professional athletics is 'big business' and the inhibitions of today's athletes are generally low."

Television Ratings of College Football Drop

Continued from Preceding Page

ularity. The final ratings for the games are expected to be announced this week.

The N.C.A.A.'s football television committee meets this month and next, and members say they will try to find ways to stave off further drops in ratings.

Joseph L. Kearney, commissioner of the Western Athletic Conference and a member of the N.C.A.A. committee, said the panel needs to do more research to find the precise reasons for the decline.

It is difficult for the committee to plan future changes in the way games are broadcast, he added, because the current system of televising football is jeopardized by a lawsuit now before the Supreme Court.

The Universities of Georgia and Oklahoma have challenged the N.C.A.A.'s control of broadcasting college football as a violation of antitrust law. The Court is expected to hear arguments in that case early this year.

'No Single Theory'

The universities are seeking the right to negotiate their own contracts for televising games involving their teams. Currently, all members of the association are required to take part in its television plan.

It is unclear, however, what type of system would develop if the justices agreed with the two universities. Some predict that more institutions than ever would have their games televised, and that it would further depress the ratings. Others say that the N.C.A.A. or another group could devise a new system to control the number of games televised that would not violate antitrust law.

"There is no single theory" to explain the decrease in college football's popularity, said Donn Bernstein, media coordinator for ABC-TV. "I think you'd have to look at a number of things to explain it."

But Mr. Bernstein agreed that there was a glut of sports programming, and said that the networks might in the future decide to "streamline" their sports programming by cutting the number of games to keep ratings on individual shows from falling.

That won't happen, however, until the current contracts between the N.C.A.A. and the networks either expire (which they are scheduled to do after the 1985 season) or are struck down by the Supreme Court. Those contracts dictate the number of games to be televised each season.

Still, the networks could make some changes as early as next year, said Mark Carlson, a spokesman for CBS-TV. "I would not be surprised if there were some changes made," he said, "but it's too early to tell what they might be."

"When you really look at it," he added, "it was the games shown in prime time that helped pull down the overall ratings." The major networks showed two games this year during prime time, which refers to the evening hours.

That could lead networks to stop showing as many, or any, games during prime time next season, he said.

NCAA Contract Blamed

Charles M. Neinas, executive director of the College Football Association, cited two reasons for the drop in ratings, and said both were caused by the N.C.A.A.'s current contracts with broadcasters. The C.F.A. consists of 60 institutions with some of the most prestigious football programs in the country. Many of its members support the lawsuit against the N.C.A.A.

First, Mr. Neinas said, the contract requires the networks to broadcast games early in the day, hours during which there are relatively few television sets in use.

A second reason, he said, is that the contract requires the broadcasters to televise games between less prestigious teams and limits the number of games they may broadcast between powerful teams.

The TV Audience for College Football

Year	Average number of homes	Share of audience
1968	7,400,000	37%
1969	8,200,000	38%
1970	8,300,000	36%
1971	8,700,000	36%
1972	8,600,000	35%
1973	8,000,000	34%
1974	8,200,000	33%
1975	9,200,000	35%
1976	10,040,000	37%
1977	9,620,000	37%
1978	8,900,000	35%
1979	8,700,000	33%
1980	9,190,000	33%
1981	9,780,000	32%
1982	9,015,000	28%
1983	8,220,000	26%

SOURCE: N.C.A.A.

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1982-83 Faculty Salaries at More than 2,700 Colleges, by Sex: Pages 21-30

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News Summary

Articles on inside pages

Black colleges and foundations agree they need to work together. Story on Page 3.

Ethical standards are of insufficient concern to law-school deans and faculty members, delegates to the meeting of the Association of American Law Schools were told. Story on Page 12.

Agricultural issues should be incorporated into the liberal-arts curriculum, according to participants in a conference on "agricultural literacy." Story on Page 13.

The law requiring male students to certify that they have registered for the draft in order to qualify for federal aid has thus far created no major problems. Story on Page 15.

Linda Chavez, the staff director of the U.S. Commission on Civil Rights, has proposed changes in the panel's activities. Story on Page 15.

A case coming before the Supreme Court has raised questions about the rights of probationary faculty members. Story on Page 19.

Many faculty members are uncomfortable in the role of academic adviser. Story on Page 19.

Canadian universities are preparing for the first graduates of the country's "French immersion programs." Story on Page 37.

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PHOTOGRAPHS FOR THE CHRONICLE BY SHELLY KATZ

John L. Toner, president of the N.C.A.A., is jubilant as the association convention rejects a bid for veto power by a council of college presidents.

Presidents' Commission Set Up by NCAA, but ACE Plan Loses

Refusing a roll call, delegates beat tougher proposal

By N. SCOTT VANCE

DALLAS

The National Collegiate Athletic Association last week created a commission of college presidents to solve problems plaguing college sports, but refused to give it as much authority as some said it needed.

At their annual convention here, members of the N.C.A.A. resoundingly defeated a proposal by the American Council on Education that would have given the presidents' commission the power to suspend the association's rules and to impose new regulations on N.C.A.A. members.

The proposal, No. 35 on the agenda, needed a two-thirds vote for adoption, but failed to gain even a majority. A subsequent motion to have the vote recorded by roll call was also defeated, 323 to 313.

The delegates then approved a competing proposal, No. 36, which was sponsored by the N.C.A.A. leadership. It created a 44-member commission vested only with the

Continued on Page 34, Column 1

Reports on other actions at the N.C.A.A. convention begin on Page 33.

Charles E. Young, chancellor of the U. of California at Los Angeles, watches as the drive for a strong presidential role in the N.C.A.A. falls short of goal.

Mass. Law May Cut Use of Dogs in Research

By KIM McDONALD

Officials of four Boston-area medical schools and the Massachusetts Institute of Technology last week began discussions aimed at finding ways to continue supplying dogs to researchers who will be prohibited, after September, from obtaining animals from Massachusetts pounds.

A bill passed by the state legislature and signed into law last month prohibits researchers from obtaining dogs or cats from Massachusetts pounds after October 1. The law, which was drafted in response to pressure from animal-welfare groups, also prohibits Massachusetts researchers from importing pound animals from outside the state after October 1, 1986.

Seven other states have similar laws, and legislation regulating the use of animals in research has been introduced in a number of states, counties, and cities.

May Halt Experiments

University officials in Massachusetts, who supported the bill as a compromise to prevent the passage of more restrictive measures sought by the animal-welfare groups, said the new law was likely to increase the cost of dogs—which account for most of the animals researchers get from pounds—by about five times. It may also, they added, result in the termination of important biomedical experiments.

"It could be that some people will cease doing research" because of the high cost of rearing dogs specifically bred for research,

Continued on Page 11, Column 1

Cal. Governor, Eying Big Fund Surplus, Asks $588-Million Increase for Colleges

SACRAMENTO, CAL.

Gov. George Deukmejian last week proposed a state budget for 1984-85 that includes increases of up to 30 per cent for California's public colleges and universities.

The increase for higher education totals $588-million. It includes a 13-per-cent pay raise for faculty members on the nine campuses of the University of California and a 9-per-cent raise for those in the 19-campus California State University system.

Mr. Deukmejian recommended only $50-million more for the California Community Colleges, which suffered a $96-million cut last year. He tied an additional $142-million for the colleges to a $100-a-year student fee.

Last fall the state legislature refused to impose student fees, posing severe financial problems for the two-year institutions.

'Major Turning Point'

Mr. Deukmejian's budget was hailed by David P. Gardner, president of the University of California, as "the most positive and encouraging evidence of state support received by the university in nearly two decades."

If, as expected, the governor's proposals are approved by the legislature, he said, "this would be a major turning point in the university's history."

Patrick M. Callan, director of the California Postsecondary Education Commission, called the proposals "a significant step in returning postsecondary education in California to its former pre-eminence."

However, Chancellor Gerald C. Hayward of the community-college system said the budget proposal does not remove the great uncertainty facing the col-

Continued on Page 14, Column 3

Archaeologists for Hire

The growth of contract archaeology has created new interest in North American and city sites, but some scholars have criticized contract work as slipshod and unprofessional. See Page 5.

Women's Average Pay Trails Men's by 19 Pct. in 3 Top Professorial Ranks

By JEAN EVANGELAUF

Women in the top three professorial ranks combined earned 19 per cent less, on average, than their male counterparts in academic 1982-83, according to data compiled by the National Center for Education Statistics.

Nationwide, the average salary of women in those ranks was $23,487, while the average salary of men in the ranks was $29,001. In every state the aggregate average salaries of female full professors, associate professors, and assistant professors were lower than those of males in those ranks.

The two salary levels were the closest in the U.S. Virgin Islands, where the gap between female and male salaries was 7 per cent. Next was Guam, which had a gap of 9 per cent.

Among the 50 states, Alaska and Nevada had the smallest gaps—12 and 13 per cent, respectively.

The widest difference between the salary levels was recorded in the service academies, where female earnings averaged 38 per cent below those of males. Data for the academies were compiled separately and excluded from state totals.

The figures are based on salary data from more than 2,700 colleges and universities. They were collected by the N.C.E.S. and analyzed for *The Chronicle* by John Minter Associates, a research firm in Boulder, Colo.

The data reveal that the higher the rank, the larger the difference between the salaries of male and female faculty members. At the full-professor level, males earned 15 per cent more than females, while for associate professors the difference was 8 per cent. Male assistant professors earned 7 per cent more than their female counterparts.

The American Association of University Professors, in a report on faculty salaries last summer, said that comparisons of percentage differences between those salaries for men and women at public and private institutions "indicate considerable fluctuation from year to year."

Hirschel Kasper, professor of economics at Oberlin College and a member of the A.A.U.P.'s committee on the economic status of the profession, attributed those fluctuations to two factors, either of which may have a greater effect on salary levels in a particular year. He said that colleges might be giving women larger raises or hiring more women at the lower ranks.

Male-female salary differences are the focus of several continuing studies. Researchers are attempting to determine if the gaps can be attributed to any or all of these often-cited reasons: that women have fewer years of experience in their rank; that women interrupt their careers more often than do men; that women have family obligations and cannot move if better opportunities arise; that women suffer from discrimination.

Wide Gaps

Mary W. Gray, a professor of mathematics, statistics, and computer science at American University and president of the Women's Equity Action League, said that in the past few years, starting salaries for women in higher education had been closer to those of men, but that the salary gap continued to be wide for women in the higher ranks and for those with more years of experience. She also said salary differences "vary considerably from school to school."

Not only were women's salaries lower than men's, but the differences in pay between women in various ranks were also smaller than the corresponding differences for men. For example, a male full professor earned 32 per cent more than a male associate professor. For women, the difference was 22 per cent.

Bernice R. Sandler, director of the Association of American Colleges Project on the Status and Education of Women, attributed the salary differences mostly to discrimination against women.

Mr. Kasper noted that in fields such as English, languages, and nursing—which have relatively larger proportions of women professors—salaries tend to be low and about the same for men and women. Salaries are higher in departments such as finance, chemistry, and economics—fields that have few women and larger disparities in salary, he added.

Betty M. Vetter, executive director of the Scientific Manpower Commission, referring to salary differences by sex, said, "Women start for less, work for less, and are slower to advance."

However, Lewis C. Solmon, associate dean of the graduate school of education at the University of California at Los Angeles, said the pay gap was narrowing. Women are attending graduate schools as good as those attended by men, he said, and are taking less time off from their careers. He added that discrimination was decreasing.

Mr. Kasper said women faced discrimination in their salary levels and perhaps by being discouraged from specializing in certain fields.

Ms. Gray said she had observed a "new, refined technique for discrimination." Colleges and universities, she said, "are hiring women in non-tenure-track, temporary positions in disproportionate numbers." A disproportionate number of women work part-time, she said, even though they would prefer full-time status. The institutions attribute those changes to the "uncertain economic climate," she said.

The A.A.U.P.'s report, which analyzed the federal statistics, showed that average faculty salaries had risen by 6.4 per cent in 1982-83 (see *The Chronicle*, June 22).

The A.A.U.P. study found that in the last academic year public college and university faculty members had earned an average of $27,860, while those at independent private institutions had earned $28,680. Faculty members at church-related institutions earned an average of $22,950.

Average Faculty Salaries for 1982-83

	Total	Men	Women	Ratio*
Professor	$34,689	$35,268	$30,094	85%
Associate professor	26,216	26,679	24,618	92%
Assistant professor	21,411	21,956	20,463	93%
3 ranks combined	27,741	29,001	23,487	81%

* Female salary as a percentage of male salary

THE CHRONICLE ACROSTIC

By ROBERT L. JACOBSON

I-1	S2	E3	L4	O5	P6	C7	D8	S9	■	H10	Q11	■	M12	■	D13	X14	K15	A16	■	E17
L18	N19	G20	J21	E22	■	H23	C24	L25	■	Y26	J27	■	T28	U29	S30	N31	P32	■	K33	S34
O35	J36	B37	X38	H39	I-40	C41	R42	■	L43	E44	H45	A46	Q47	T48	F49	S50	W51	Y52	U53	L54
■	T55	G56	O57	E58	A59	■	Y60	K61	U62	■	P63	X64	H65	D66	■	V67	S68	Y69	W70	■
V71	H72	I-73	F74	S75	N76	■	L77	U78	K79	S80	E81	M82	■	C83	N84	D85	■	S86	X87	L88
E89	T90	H91	■	M92	G93	■	F94	X95	A96	B97	J98	K99	■	S100	K101	M102	C103	R104	W105	E106
U107	■	A108	L109	I-110	D111	■	T112	H113	O114	■	Q115	R116	A117	I-118	G119	D120	Y121	W122	V123	■
D124	R125	U126	E127	C128	K129	Y130	M131	V132	T133	S134	J135	F136	■	Y137	I-138	O139	■	M140	S141	J142
K143	P144	U145	M146	E147	O148	D149	■	A150	R151	■	Y152	J153	I-154	E155	L156	C157	S158	F159	■	E160
M161	Q162	D163	K164	■	Q165	N166	A167	■	O168	Y169	R170	X171	Q172	■	F173	V174	K175	N176	■	C177
B178	V179	E180	■	F181	U182	■	L183	K184	P185	■	G186	T187	R188	O189	E190	L191	W192	J193	X194	■
I-195	B196	■	V197	M198	Q199	C200	N201	U202	S203	K204	T205	Y206	A207	■	J208	R209	Q210	G211	S212	E213

Directions

In the blanks, write the words defined below. Then transfer each letter to the correspondingly numbered box in the grid above. As words take shape in the grid, letters may be transferred back to the blanks next to the definitions. When you're finished, the grid will contain a statement relating to higher education. The initial letters of the answers to the definitions will identify the author(s) and the source of the statement. The solution will be published next week.

Definitions

A. Wordsmith's word 59 46 16 96 150 108 117 207 167
B. Aggie's complaint 97 37 178 196
C. Campus book keeper 103 200 177 41 83 128 24 157 7
D. Backed up in the law school 111 13 124 85 149 120 8 66 163
E. Popular academic couple (three words) 127 3 180 213 44 22 155 58 17 89 81 147 190 106 160
F. Kind of publication (hyph.) 181 136 94 74 49 173 159
G. Socratic follower 20 211 93 56 119 186
H. Study groups 23 91 65 10 113 72 45 39
I. Some students here would sooner play football 195 110 118 1 138 40 73 154
J. Infallible 36 208 21 98 142 153 135 193 27
K. Oncologist's choice 129 184 99 175 101 204 61 143 15 79 33 164
L. Aim of basic grants to students 4 43 77 18 88 191 156 25 109 183 54
M. Certain poets 102 92 198 131 140 12 161 146 82
N. Picture person 201 176 31 76 19 166 84
O. Environmentalist's concern 189 148 57 168 35 5 114
P. Say this at Bible college in Omaha............ 32 144 6 63 185
Q. Verbal kindness 139 162 115 210 172 199 47 11 165
R. One way to drop a class .. 209 116 170 125 42 151 104 188
S. With Word T, campus club or sport 9 141 158 68 86 80 30 2 212 134 100 75 50 203 34
T. See Word S............. 112 48 55 187 90 205 133 28
U. Topic for crash course in insurance 126 29 78 53 202 107 145 62 182
V. Quarterback's choice 197 132 179 123 174 71 67
W. Focus of Word N's attention 192 70 51 105 122
X. How students may feel before a test 194 14 87 171 64 95 38
Y. Home to Hoyas.......... 152 130 69 52 121 169 137 26 60 206

U.S. Forecasts a 15-Pct. Decline in Number of College Teachers

WASHINGTON

The demand for college and university faculty members will decline by 15 per cent from 1982 through 1995, according to the U.S. Bureau of Labor Statistics.

The bureau's projections indicate that the number of faculty members will drop from 744,000 to 632,000 during those years and the number of graduate assistants will drop from 140,000 to 124,000.

In a list of the 20 most rapidly contracting occupations, college teaching is in ninth place, between farm laborers and roustabouts, and the category of graduate assistants is thirteenth.

A report on the projections, by George T. Silvestri, John M. Lukasiewicz, and Marcus E. Einstein, attributed the declines to a drop in the college-age population and increases in tuition.

At the postsecondary level, they said, the demand for vocational-education teachers will increase at "a strong pace" because of growth that is projected in job-training and retraining programs.

Meanwhile, the demand for preschool, kindergarten, and elementary-school teachers will increase substantially, the report said, because the number of children born each year will continue to increase through 1987, and mothers of young children will continue to work outside the home. Secondary schoolteachers, however, are expected to decline in numbers until 1990 and then "turn around." Overall, the number of those teachers is projected to increase by 13 per cent.

The projections were based on moderate growth assumptions. The researchers estimated that the gross national product, adjusted for inflation, would increase at an annual rate of 3.2 per cent through 1990, and 2.5 per cent thereafter, and that the unemployment rate would decline to 6.3 per cent by 1990 and to 6.0 per cent by 1995. —JEAN EVANGELAUF

Average Faculty Salaries, by Rank and Sex, for 1982-83

The following table lists average faculty salaries for the 1982-83 academic year, reported in thousands of dollars, for more than 2,700 colleges and universities.

The figures show average salaries, not including fringe benefits, for the full-time instructional staff, adjusted to a nine-month basis.

Salaries are listed by rank and sex.

The figures were collected by the National Center for Education Statistics; further analysis was conducted by John Minter Associates of Boulder, Colo.

An asterisk denotes imputed or adjusted data. Those figures, although based on data reported by the college or university, have been supplied by the N.C.E.S. editing staff without the concurrence of the institution or state coordinator.

A dash indicates that the institution has fewer than three faculty members at that rank; to insure privacy, the N.C.E.S. does not release salary data in those instances.

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama A & M U				
Men	23.5	21.8	18.5	13.3
Women	24.3	21.0	17.5	14.0
Alabama Christian C				
Men	19.3	—	15.6	13.6
Women	—	—	—	13.9
Alabama St U				
Men	26.6	24.2	20.6	18.7
Women	26.4	23.2	20.3	16.8
Athens St C				
Men	28.8	26.5	21.5	—
Women	28.8	—	22.2	—
Auburn U				
Men	34.8	27.7	23.7	16.5
Women	31.6	26.3	21.5	16.1
Montgomery				
Men	27.6	25.7	19.5	15.3
Women	—	21.7	18.0	15.8
Concordia C				
Men	—	—	11.6	—
Women	—	—	13.1	—
Huntingdon C				
Men	22.3	20.3	16.9	—
Women	—	—	18.1	—
Jacksonville St U				
Men	28.3	27.6	22.8	19.5
Women	28.3	27.6	22.1	19.4
Judson C				
Men	23.0	—	19.0	—
Women	—	—	17.1	—
Livingston U				
Men	23.0	18.0	15.9	12.8
Women	21.8	17.8	15.0	12.8
Mobile C				
Men	18.2	16.7	15.7	—
Women	—	—	15.5	14.0
Oakwood C				
Men	16.8	16.1	15.1	—
Women	17.1	14.8	14.9	13.2
Selma U				
Men	19.3	—	7.1	7.1
Women	—	—	7.8	—
Spring Hill C				
Men	26.6	21.2	18.9	—
Women	—	—	18.6	14.6
Stillman C				
Men	18.7	15.5	17.2	13.1
Women	—	17.0	14.5	—
Talladega C				
Men	22.2	17.9	16.9	13.3
Women	—	12.7	15.4	11.9
Troy St U				
Men	26.5	22.6	20.9	15.9
Women	28.6	22.2	19.2	15.7
Dothan-Ft Rucker				
Men	—	—	21.6	—
Women	—	—	20.9	—
Montgomery				
Men	22.0	21.4	19.6	—
Women	—	—	—	—
Tuskegee Ins[illegible]				
Men	28.2	23.3	20.6	17.0
Women	21.2	20.3	17.3	15.8
U of Alabama				
Men	36.9	27.6	22.1	14.4
Women	32.4	25.8	21.2	15.0
Birmingham				
Men	36.6	29.4	23.9	19.0
Women	32.5	25.0	20.2	16.7
Huntsville				
Men	34.9	29.1	22.8	17.8
Women	—	23.1	19.5	14.7
U of Montevallo				
Men	26.9	24.0	23.0	13.4
U of No Alabama				
Men	31.7	25.6	22.8	17.5
Women	30.6	26.0	21.5	18.2
U of So Alabama				
Men	30.6	25.6	22.7	20.2
Women	27.5	23.9	20.1	17.8

ALASKA

	Prof	Assoc Prof	Asst Prof	Inst
Alaska Pacific U				
Men	—	28.3	22.7	—
Women	—	—	—	—
U of Alaska				
Anchorage				
Men	53.9	40.5	34.2	30.1
Women	52.4	41.8	33.0	27.6
Fairbanks				
Men	57.9	46.1	40.3	31.2
Women	54.1	46.5	36.8	32.3
Juneau				
Men	49.8	42.4	35.0	—
Women	—	—	35.0	—

ARIZONA

	Prof	Assoc Prof	Asst Prof	Inst
American Graduate Sch of International Management				
Men	30.3	26.7	24.2	14.3
Women	28.4	22.3	—	—
Arizona C of the Bible				
Men	16.9	—	—	—
Women	—	—	—	—
Arizona St U				
Men	40.2	30.5	26.1	—
Women	31.7	25.5	21.7	18.9
C of Ganado				
Men	—	—	—	14.4
Women	—	—	—	—
Grand Canyon C				
Men	26.8	21.7	17.0	—
Women	—	23.1	18.8	—
No Arizona U				
Men	36.9	29.0	23.1	19.1
Women	38.4	28.1	22.6	18.2
U of Arizona				
Men	39.7	30.1	24.7	23.2
Women	34.8	28.2	22.5	18.2

ARKANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Arkansas C				
Men	22.9	20.7	17.4	—
Women	23.2	—	—	—
Arkansas St U				
Men	31.0	28.1	22.6	18.9
Women	29.5	23.6	21.0	16.6
Beebe				
Men	—	22.6	20.2	—
Women	—	—	20.4	—
Arkansas Tech U				
Men	25.4	22.7	21.2	16.8
Women	—	21.8	19.7	16.3
Central Baptist C				
Men	17.6	—	—	13.7
Women	—	—	—	—
C of the Ozarks				
Men	17.9	16.4	14.3	—
Women	—	—	—	13.1
Harding U				
Men	24.8	21.4	18.3	14.1
Women	23.8	19.7	17.1	13.1
Henderson St U				
Men	26.3	21.7	18.2	17.5
Women	23.3	20.0	18.4	16.2
Hendrix C				
Men	28.0	23.5	19.2	—
Women	—	—	19.2	—
John Brown U				
Men	27.0	23.3	21.7	16.8
Women	—	21.2	20.6	16.8
Ouachita Baptist U				
Men	27.8	21.7	20.7	16.7
Women	—	23.5	19.0	15.9
Southern Arkansas U				
Men	26.4	23.5	20.9	17.3
Women	26.2	22.2	19.5	15.6
U of Arkansas				
Men	34.3	27.0	22.5	17.1
Women	30.9	25.3	21.3	15.4
Little Rock				
Men	31.6	27.4	18.4	16.8
Women	31.4	22.6	19.4	16.1
U of Arkansas—Continued				
Medical sciences				
Men	31.8	27.4	22.5	14.7
Women	30.7	23.6	21.1	19.8
Monticello				
Men	25.5	21.7	19.6	17.0
Women	—	20.6	18.1	16.4
Pine Bluff				
Men	24.7	22.2	19.9	16.0
Women	24.3	—	18.7	15.7
U of Central Arkansas				
Men	28.9	24.7	19.9	19.0
Women	—	26.1	20.3	17.5

CALIFORNIA

	Prof	Assoc Prof	Asst Prof	Inst
Azusa Pacific U				
Men	22.5	19.5	16.1	15.2
Women	—	18.3	16.7	—
Bakersfield C				
Men	32.7	27.6	24.2	—
Women	32.3	27.0	23.3	—
Bethany Bible C				
Men	23.6	17.9	15.4	—
Women	—	—	—	—
Biola U				
Men	28.6	22.8	20.9	16.8
Women	28.7	23.3	19.1	15.2
Cal Baptist C				
Men	19.2	17.7	15.0	—
Women	—	16.8	—	—
Cal C Arts & Crafts				
Men	21.1	18.6	—	—
Women	21.2	—	—	—
California C				
Podiatric Med				
Men	38.1	30.8	—	—
Women	36.6	—	—	—
Cal Inst of Tech				
Men	51.7	37.5	30.6	19.1
Women	—	—	29.9	—
Cal Lutheran C				
Men	26.1	24.4	20.6	19.9
Women	27.8	25.1	19.3	17.3
California				
Maritime Acad				
Men	27.8	26.9	24.6	19.0
Women	—	—	—	—
Cal St U				
Bakersfield				
Men	35.5	28.0	22.2	—
Women	34.1	27.3	22.4	—
Chico				
Men	35.4	27.0	22.3	—
Women	34.8	26.5	22.1	—
Dominguez Hills				
Men	35.0	27.3	22.4	—
Women	34.3	26.2	21.9	—
Fresno				
Men	35.7	27.3	21.9	20.9
Women	34.9	27.1	22.2	19.5
Fullerton				
Men	35.3	27.5	21.9	—
Women	35.2	27.1	21.9	20.2
Hayward				
Men	35.5	28.0	22.2	19.1
Women	34.9	27.0	21.7	19.3
Humboldt				
Men	35.2	27.1	22.0	—
Women	34.3	27.4	22.4	19.4
Long Beach				
Men	35.8	27.9	21.9	20.1
Women	35.3	27.6	22.0	—
Los Angeles				
Men	35.7	27.6	22.7	—
Women	34.5	26.5	22.5	—
Northridge				
Men	35.4	27.3	22.3	20.0
Women	34.9	26.6	22.4	19.9
Poly St U at San Luis Obispo				
Men	35.0	27.5	22.5	19.2
Women	33.8	26.8	22.2	19.8
Cal St U—Continued				
Sacramento				
Men	35.4	27.4	22.3	19.5
Women	34.5	27.3	22.3	19.1
San Bernardino				
Men	34.7	27.7	22.2	—
Women	34.9	25.9	22.3	—
San Diego St U				
Men	35.9	27.7	22.7	—
Women	35.1	27.3	22.4	20.3
San Francisco St U				
Men	35.6	26.9	22.2	18.9
Women	35.4	27.0	22.0	19.0
San Jose St U				
Men	35.9	27.4	22.5	20.7
Women	35.0	26.8	22.2	19.3
St Poly U at Pomona				
Men	35.3	26.7	22.4	—
Women	34.4	26.8	22.3	—
Sonoma St U				
Men	35.7	28.0	21.7	—
Women	35.0	27.3	22.0	—
Stanislaus				
Men	35.6	27.6	21.9	19.6
Women	35.7	27.4	22.1	19.4
Cal Western Sch of Law				
Men	45.6	39.8	34.0	—
Women	—	35.3	—	—
Cerro Coso CC				
Men	33.7	28.5	23.1	—
Women	29.6	27.5	—	—
Chapman C				
Men	32.3	26.4	21.9	—
Women	—	25.4	19.7	—
Christ C Irvine				
Men	22.0	—	16.0	—
Women	—	—	—	—
Christian Heritage C				
Men	—	16.5	—	—
Women	—	16.0	—	—
Church Divinity Sch of the Pacific				
Men	30.5	—	—	—
Women	—	—	—	—
Claremont U				
Claremont Mckenna C				
Men	37.3	26.3	23.5	—
Women	—	—	—	—
Graduate Sch				
Men	45.4	31.9	25.8	—
Women	—	—	—	—
Harvey Mudd C				
Men	41.3	30.7	25.1	—
Women	—	—	—	—
Pitzer C				
Men	34.2	24.3	21.2	—
Women	29.7	23.0	19.5	—
Pomona C				
Men	39.4	29.0	23.6	—
Women	36.5	28.6	21.9	20.0
Scripps C				
Men	34.8	27.1	21.3	—
Women	33.9	24.8	20.5	—
Cogswell C				
Men	—	17.5	19.3	—
Women	—	—	—	—
Coleman C				
Men	—	—	—	15.9
Women	—	—	—	13.1
C of the Desert				
Men	33.6	32.0	26.3	—
Women	36.3	33.1	27.7	—
C of Notre Dame				
Men	25.0	20.3	17.9	—
Women	26.8	20.2	16.9	15.3
C of Osteopathic Medicine of the Pacific				
Men	19.5	21.0	13.3	—
Women	—	35.9	21.5	—
Compton CC				
Men	32.4	30.6	26.4	22.3
Women	31.7	30.2	28.0	—
Dominican C of San Rafael				
Men	22.2	20.5	19.3	—
Women	22.1	19.6	17.1	15.0
Fuller Theol Sem				
Men	26.7	21.3	20.3	—
Women	—	—	19.9	—
Golden Gate U				
Men	47.3	41.0	26.6	—
Women	—	37.9	30.1	—
Holy Names C				
Men	—	20.2	18.1	15.8
Women	24.2	21.2	18.1	15.7
Loma Linda U				
Men	22.3	21.2	20.3	19.0
Women	20.7	19.4	18.7	18.1
LA Baptist C				
Men	21.5	18.1	16.1	14.3
Women	—	—	—	12.7
LA C of Chiropractic				
Men	26.4	21.9	18.0	15.8
Women	—	—	—	17.0
Loyola Marymount U				
Men	39.9	29.2	23.5	—
Women	35.2	28.5	23.4	20.1
Marymount Palos Verdes C				
Men	—	—	19.1	—
Women	17.7	17.9	17.1	—
Mennonite Brethren Biblical Sem				
Men	30.0	23.9	—	—
Women	—	—	—	—
Mills C				
Men	34.3	27.0	21.7	—
Women	33.4	25.4	21.3	18.3
Monterey Inst of International Studies				
Men	27.7	21.9	—	—
Women	—	—	18.8	17.1
Mt St Mary's C				
Men	26.0	20.9	19.0	—
Women	27.3	22.9	19.[illegible]	15.8
National U				
Men	23.6	19.9	14.7	—
Women	—	21.4	—	—
Naval Postgraduate Sch				
Men	40.8	32.8	26.5	—
Women	—	—	—	—
Northrop U				
Men	24.1	22.7	20.6	16.9
Women	—	—	—	18.2
Occidental C				
Men	36.3	27.8	21.4	20.3
Women	36.2	26.6	21.7	—
Pacific Christian C				
Men	11.0	6.9	—	—
Women	—	—	—	—
Pacific Sch of Religion				
Men	22.6	—	—	—
Women	—	—	—	—
Pacific Union C				
Men	28.9	20.8	19.6	18.4
Women	21.6	20.7	19.6	17.6
Palmer C of Chiropractic-West				
Men	—	20.0	21.3	13.9
Women	—	—	—	9.5
Pepperdine U				
Men	38.4	29.9	24.8	24.6
Women	33.5	28.5	23.5	—
Point Loma C				
Men	26.4	21.2	17.6	—
Women	25.8	—	18.8	15.7
Porterville C				
Men	33.5	29.6	—	—
Women	33.9	24.7	24.7	—
Rio Hondo C				
Men	36.8	34.5	32.9	29.1
Women	36.6	33.5	32.6	28.6
Riverside City C				
Men	—	33.4	28.5	25.4
Women	—	32.4	27.5	—
St Mary's C of Cal				
Men	35.3	27.3	22.3	—
Women	—	26.2	22.1	—
San Jose Bible C				
Men	10.9	—	—	—
Women	—	—	—	—
Sch of Theol at Claremont				
Men	22.2	—	—	—
Women	—	—	—	—
Simpson C				
Men	17.6	14.1	—	—
Women	—	—	—	—
Southern California C				
Men	28.5	25.1	23.1	—
Women	—	—	—	—
S Cal C of Optometry				
Men	31.6	27.8	25.6	20.7
Women	—	—	—	—
SW U Sch of Law				
Men	42.5	31.0	—	22.5
Women	41.2	32.4	—	20.9
Stanford U				
Men	53.5	36.5	30.6	—
Women	44.1	32.5	26.9	—
U of California				
Berkeley				
Men	44.4	28.0	23.8	—
Women	40.3	26.8	23.4	—
Davis				
Men	38.7	26.7	22.3	—
Women	35.3	25.8	21.3	—
Irvine				
Men	44.2	29.1	24.0	—
Women	38.7	28.6	22.6	—
Los Angeles				
Men	45.0	34.3	28.3	—
Women	37.8	26.5	23.4	—
Riverside				
Men	37.4	25.9	21.4	—
Women	36.0	26.0	22.0	—
San Diego				
Men	40.4	26.3	23.4	—
Women	36.5	26.8	22.4	—

Continued on Following Page

Average Salaries by State for Top 3 Ranks

	Men	Women	Ratio †
Alabama	$24,059	$18,839	78%
Alaska	43,658	38,569	88%
Arizona	33,025	25,272	77%
Arkansas	24,990	19,046	76%
California	33,522	27,816	83%
Colorado	28,565	22,967	80%
Connecticut	31,763	25,232	79%
Delaware	31,008	23,835	77%
District of Columbia	30,797	26,083	85%
Florida	27,809	22,214	80%
Georgia	24,907	20,074	81%
Hawaii	30,781	24,090	78%
Idaho	25,161	21,317	85%
Illinois	29,080	23,128	80%
Indiana	27,415	21,694	79%
Iowa	26,751	21,083	79%
Kansas	26,865	21,174	79%
Kentucky	25,889	21,477	83%
Louisiana	27,591	22,884	83%
Maine	26,104	19,512	75%
Maryland	30,087	25,196	84%
Massachusetts	31,036	24,580	79%
Michigan	29,824	24,079	81%
Minnesota	29,300	23,428	80%
Mississippi	23,116	19,398	84%
Missouri	26,365	21,347	81%
Montana	26,927	21,831	81%
Nebraska	$25,971	$20,679	80%
Nevada	31,670	27,679	87%
New Hampshire	25,590	19,186	75%
New Jersey	30,850	25,965	84%
New Mexico	28,540	20,387	71%
New York	31,949	26,[illegible]	84%
North Carolina	24,902	20,824	84%
North Dakota	26,518	19,808	75%
Ohio	28,650	22,474	78%
Oklahoma	28,263	23,636	84%
Oregon	26,530	21,951	83%
Pennsylvania	29,151	23,363	80%
Rhode Island	30,085	23,890	79%
South Carolina	25,0[illegible]	19,291	77%
South Dakota	23,0[illegible]	17,871	77%
Tennessee	25,7[illegible]	19,798	77%
Texas	29,85[illegible]	24,364	82%
Utah	18,357	14,120	77%
Vermont	25,593	20,520	80%
Virginia	26,988	21,915	81%
Washington	28,385	23,252	82%
West Virginia	23,700	19,736	83%
Wisconsin	28,970	24,240	84%
Wyoming	33,548	26,422	79%
Service Schools	33,160	20,588	62%
Guam	25,790	23,444	91%
Puerto Rico	23,381	20,226	87%
Virgin Islands	25,705	24,013	93%

† Female salary as a percentage of male salary.

FACT-FILE—Continued

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of California—Continued				
San Francisco				
Men	43.3	31.9	31.2	—
Women	34.6	25.3	23.7	—
Santa Barbara				
Men	40.9	28.1	24.0	—
Women	34.4	26.4	22.0	—
Santa Cruz				
Men	39.7	27.3	22.8	—
Women	40.7	26.3	22.2	—
U of La Verne				
Men	31.9	23.1	17.6	—
Women	28.1	23.5	17.2	—
U of the Pacific				
Men	34.6	28.0	23.8	26.1
Women	31.3	28.8	20.1	16.8
U of Redlands				
Men	32.0	25.4	22.4	—
Women	28.9	25.9	22.2	—
U of San Diego				
Men	38.8	26.6	22.5	—
Women	32.1	25.2	21.4	—
U of San Francisco				
Men	42.8	32.5	25.8	23.4
Women	40.3	31.2	25.1	24.1
U of Santa Clara				
Men	48.7	33.1	25.6	—
Women	39.8	30.9	25.5	—
U of Southern California				
Men	45.2	33.7	27.0	23.7
Women	39.6	29.8	23.4	19.3
Westmont C				
Men	27.5	22.6	21.2	—
Women	—	—	—	—
Whittier C				
Men	33.3	25.3	20.5	18.4
Women	—	24.4	18.7	19.0

COLORADO

	Prof	Assoc Prof	Asst Prof	Inst
Adams St C				
Men	29.3	24.2	20.0	—
Women	31.0	—	20.4	—
Colorado C				
Men	38.5	28.0	21.1	17.4
Women	—	28.1	20.3	18.3
Colorado Mountain C				
Men	25.7	20.8	19.9	17.1
Women	—	17.7	19.6	—
Colorado Sch of Mines				
Men	38.8	29.6	23.3	24.4
Women	—	—	23.2	—
Colorado St U				
Men	35.4	28.5	24.1	19.8
Women	31.3	25.0	25.0	16.7
Denver Conservative Baptist Sem				
Men	18.3	16.6	—	—
Women	—	—	—	—
Fort Lewis C				
Men	29.3	24.3	20.7	17.2
Women	28.8	21.8	20.6	—
Iliff Sch of Theol				
Men	41.3	28.6	—	—
Women	—	—	—	—
Loretto Heights C				
Men	27.5	—	17.0	—
Women	26.5	21.1	17.4	14.3
Mesa C				
Men	29.0	23.3	20.0	17.8
Women	26.6	22.4	18.4	—
Metropolitan St C				
Men	29.8	24.7	21.3	18.0
Women	28.7	24.2	21.4	18.5
Nazarene Bible C				
Men	18.6	—	—	—
Women	—	—	13.2	—
Regis C				
Men	28.0	22.4	18.5	—
Women	—	22.4	19.1	—
St Thomas Seminary				
Men	.0	.0	.0	.0
Women	.0	.0	.0	.0
U of Colorado at Boulder				
Men	34.7	27.2	23.8	—
Women	30.5	25.3	22.4	20.0
Denver				
Men	34.2	26.3	22.5	14.2
Women	30.4	22.1	21.3	17.7
U of Denver				
Men	39.7	27.4	24.0	21.8
Women	35.1	29.9	21.8	21.2
U of Northern Colorado				
Men	32.0	23.0	18.8	17.4
Women	28.6	22.5	18.6	16.0
U of Southern Colorado				
Men	29.8	26.1	22.6	16.7
Women	29.6	24.4	20.2	16.9
Western Bible C				
Men	—	—	21.8	19.9
Women	—	—	—	—
Western St C of Colorado				
Men	30.0	23.8	20.2	15.3
Women	28.1	—	16.8	15.3

CONNECTICUT

	Prof	Assoc Prof	Asst Prof	Inst
Albertus Magnus C				
Men	—	—	—	—
Women	25.3	21.7	18.0	16.3
Asnuntuck CC				
Men	26.6	23.1	20.4	—
Women	—	—	—	16.8
Central Connecticut St C				
Men	34.7	28.1	23.8	21.3
Women	33.6	26.9	23.9	19.1
Connecticut C				
Men	33.0	25.7	20.9	18.9
Women	32.7	28.0	20.1	18.3
Eastern Connecticut St C				
Men	34.2	27.2	22.6	—
Women	34.7	27.4	22.1	—
Fairfield U				
Men	33.6	28.0	24.2	—
Women	31.5	28.3	22.3	—
Greater Hartford CC				
Men	28.6	25.7	23.6	—
Women	—	23.5	20.1	17.7
Greater New Haven Tech C				
Men	—	—	21.8	20.8
Women	—	—	21.9	20.9
Hartford C for Women				
Men	24.5	—	—	—
Women	—	—	—	—
Hartford Seminary				
Men	23.2	—	—	—
Women	25.1	—	—	—

CONNECTICUT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Hartford St Tech C				
Men	31.5	27.0	23.5	—
Women	—	—	22.2	—
Manchester CC				
Men	28.3	24.2	23.0	17.1
Women	26.2	22.8	20.2	16.9
Mattatuck CC				
Men	28.0	25.3	22.1	18.1
Women	25.9	24.0	21.1	16.6
Middlesex CC				
Men	28.2	25.4	23.5	—
Women	27.1	24.1	21.4	—
Mohegan CC				
Men	26.9	23.6	20.9	—
Women	—	23.6	19.1	—
NW Connecticut CC				
Men	31.4	24.4	22.0	—
Women	—	—	—	16.3
Norwalk CC				
Men	29.5	26.2	23.4	—
Women	26.4	23.8	20.0	16.6
Norwalk St Tech C				
Men	30.0	25.7	24.7	—
Women	—	—	—	—
Post C				
Men	—	23.1	19.3	—
Women	—	22.9	17.2	—
Quinebaug Valley CC				
Men	—	—	—	—
Women	—	—	21.3	—
Quinnipiac C				
Men	32.4	26.7	21.2	—
Women	34.5	27.8	20.8	17.8
Sacred Heart U				
Men	28.9	24.5	18.8	—
Women	28.9	22.7	18.4	16.1
St Joseph C				
Men	26.3	22.8	19.4	—
Women	25.4	22.1	19.8	16.7
South Central CC				
Men	27.6	23.8	20.3	—
Women	—	22.6	—	17.4
S Connecticut St C				
Men	34.3	27.7	24.5	21.8
Women	35.7	27.3	23.8	20.0
Thames Valley St Tech C				
Men	31.9	26.8	22.9	—
Women	—	—	21.5	18.9
Trinity C				
Men	39.8	28.7	21.5	—
Women	—	26.7	21.5	—
Tunxis CC				
Men	26.5	22.9	—	17.2
Women	—	22.9	20.3	—
U of Bridgeport				
Men	37.3	28.8	24.7	21.8
Women	34.8	27.4	21.9	18.2
U of Connecticut				
Men	41.7	30.2	25.0	23.6
Women	36.7	28.2	33.2	20.5
Health Center				
Men	53.3	41.4	33.4	—
Women	—	—	—	—
U of Hartford				
Men	33.4	26.7	22.0	19.0
Women	27.5	27.2	21.0	18.0
U of New Haven				
Men	29.2	24.7	21.9	—
Women	28.5	24.3	21.0	—
Waterbury St Tech C				
Men	31.0	27.3	23.7	—
Women	—	—	—	—
Wesleyan U				
Men	40.7	28.7	22.3	18.8
Women	34.5	27.7	22.2	19.3
W Connecticut St C				
Men	33.0	26.8	22.6	17.3
Women	32.9	25.6	22.8	18.9
Yale U				
Men	49.4	29.8	23.4	19.8
Women	45.6	29.3	21.6	17.4

DELAWARE

	Prof	Assoc Prof	Asst Prof	Inst
Brandywine C of Widener U				
Men	—	18.9	16.9	—
Women	—	16.3	15.3	12.6
Delaware St C				
Men	33.9	27.7	22.4	18.5
Women	32.0	25.0	22.8	17.9
Goldey Beacom C				
Men	—	21.8	—	—
Women	24.2	19.0	18.5	—
U of Delaware				
Men	38.8	28.8	22.7	17.6
Women	36.9	28.5	21.5	18.6
Wesley C				
Men	20.4	20.1	16.1	—
Women	17.9	17.8	16.2	11.4

DISTRICT OF COLUMBIA

	Prof	Assoc Prof	Asst Prof	Inst
American U				
Men	38.0	29.3	24.9	21.3
Women	35.8	27.2	24.6	20.2
Catholic U of America				
Men	33.8	26.2	20.8	16.5
Women	27.2	24.5	20.8	18.4
Corcoran School of Art				
Men	—	18.0	17.1	—
Women	—	—	19.9	—
Gallaudet C				
Men	36.7	30.0	24.8	20.9
Women	35.3	30.9	24.6	20.0
George Washington U				
Men	41.5	30.7	27.0	19.2
Women	35.2	28.3	22.1	17.4
Georgetown U				
Men	43.9	33.4	26.0	20.0
Women	41.1	33.9	23.4	18.2
Howard U				
Men	37.8	29.6	24.7	20.2
Women	34.6	27.7	23.4	19.4
Mt Vernon C				
Men	—	26.3	19.7	—
Women	33.6	—	20.5	—
Strayer C				
Men	—	19.3	17.7	15.4
Women	—	—	—	15.4
Trinity C				
Men	—	—	18.5	16.1
Women	26.7	22.5	18.4	16.5
U of DC				
Men	36.5	29.1	23.4	20.5
Women	36.8	28.5	23.5	20.1

DISTRICT OF COLUMBIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Wesley Theol Sem				
Men	28.1	—	—	—
Women	—	—	—	—

FLORIDA

	Prof	Assoc Prof	Asst Prof	Inst
Baptist Bible Inst				
Men	19.2	18.2	16.3	—
Women	—	—	—	—
Barry U				
Men	24.9	23.9	19.0	—
Women	26.7	22.0	17.9	—
Bethune Cookman C				
Men	22.1	18.9	18.1	14.1
Women	—	17.1	17.3	15.1
Biscayne C				
Men	20.1	20.0	16.9	14.4
Women	19.6	—	17.9	14.7
C of Boca Raton				
Men	—	17.8	15.9	—
Women	—	—	—	11.3
Eckerd C				
Men	27.2	22.9	19.4	—
Women	24.0	23.5	18.4	—
Edward Waters C				
Men	—	13.7	12.5	—
Women	—	—	12.8	12.6
Embry-Riddle Aeron U				
Men	30.7	24.2	19.1	15.3
Women	—	21.2	17.3	15.3
Florida A & M U				
Men	37.3	28.4	24.0	18.3
Women	35.1	29.7	20.5	17.5
Florida Atlantic U				
Men	36.2	29.0	24.7	18.5
Women	30.9	24.3	21.0	—
Florida Inst of Tech				
Men	29.1	24.0	20.4	15.5
Women	—	—	18.5	13.9
Florida International U				
Men	36.8	28.2	22.8	18.7
Women	32.4	24.9	22.0	18.3
Florida St U				
Men	36.6	26.6	22.2	19.1
Women	33.1	25.2	20.6	17.7
Gulf Coast CC				
Men	22.6	22.3	21.2	18.1
Women	—	22.3	20.9	20.5
Indian River CC				
Men	29.9	27.0	22.7	20.4
Women	—	27.2	22.7	23.1
Jacksonville U				
Men	22.6	18.7	15.8	12.2
Women	23.1	19.5	15.5	—
Manatee JC				
Men	21.4	21.8	19.2	—
Women	—	16.4	18.1	18.3
Miami CHhistian C				
Men	23.7	20.5	—	—
Women	—	—	—	—
Miami-Dade CC				
Men	26.9	23.6	18.7	15.3
Women	26.1	21.7	17.8	15.3
Nova U				
Men	40.1	30.8	23.2	—
Women	—	26.5	23.0	—
Palm Beach Atlantic C				
Men	—	18.2	16.7	—
Women	—	19.3	16.2	—
Palm Beach JC				
Men	21.9	19.3	18.9	17.5
Women	21.3	18.9	19.7	17.2
Pensacola JC				
Men	29.4	24.9	22.5	17.3
Women	29.8	25.1	21.7	17.7
Rollins C				
Men	32.9	27.9	21.7	—
Women	29.3	23.3	22.0	—
St Leo C				
Men	21.2	17.5	14.7	12.4
Women	—	17.1	15.3	—
SE C Assemblies of God				
Men	21.9	19.9	18.1	—
Women	—	16.1	18.2	—
SE C Osteopathic Med				
Men	—	24.1	—	—
Women	—	—	—	—
Stetson U				
Men	30.8	22.8	20.5	14.8
Women	27.0	21.3	19.8	14.2
Tampa Tech Inst				
Men	18.0	14.5	12.5	—
Women	—	—	13.4	—
U of Florida				
Men	37.8	27.9	24.5	19.1
Women	32.4	25.8	22.3	15.5
U of Miami				
Men	37.3	27.0	23.4	21.0
Women	31.7	24.8	20.1	17.9
U of N Florida				
Men	33.2	28.0	22.8	—
Women	—	26.2	21.2	—
U of S Florida				
Men	38.3	28.1	22.5	23.0
Women	33.2	25.5	21.0	20.0
U of Tampa				
Men	28.4	21.8	17.9	—
Women	—	20.6	17.2	—
Warner Southern C				
Men	23.9	—	18.9	—
Women	—	—	—	—
Webber C				
Men	—	19.1	—	—
Women	—	—	—	—

GEORGIA

	Prof	Assoc Prof	Asst Prof	Inst
Abraham Baldwin Agricultural C				
Men	27.8	23.5	20.9	17.9
Women	—	23.0	20.4	17.6
Agnes Scott C				
Men	30.1	24.1	20.4	—
Women	29.5	23.9	18.7	17.6
Albany JC				
Men	—	22.8	21.3	—
Women	—	21.6	19.7	17.9
Albany St C				
Men	31.2	28.8	21.9	17.6
Women	31.6	26.9	21.2	17.4
Andrew C				
Men	—	—	—	11.8
Women	—	—	—	11.4
Armstrong St C				
Men	32.0	26.4	20.3	16.1
Women	30.8	23.8	20.3	17.1

GEORGIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Atlanta Christian C				
Men	23.1	—	—	—
Women	—	—	—	—
Atlanta JC				
Men	—	26.0	21.7	19.9
Women	—	—	21.22	19.9
Atlanta U				
Men	27.1	23.3	19.1	—
Women	23.0	21.3	18.8	—
Augusta C				
Men	35.3	26.4	20.8	18.6
Women	31.1	25.5	21.1	18.2
Bainbridge JC				
Men	—	24.5	21.5	17.0
Women	—	—	22.7	18.0
Berry C				
Men	30.6	25.0	20.1	17.6
Women	—	23.4	20.6	—
Brenau C				
Men	27.7	22.0	18.1	—
Women	—	18.3	18.2	—
Brewton-Parker C				
Men	—	15.0	12.4	10.6
Women	—	—	—	10.7
Brunswick JC				
Men	—	25.6	21.7	17.3
Women	—	—	20.4	17.2
Clayton JC				
Men	30.6	22.7	22.5	21.7
Women	—	23.6	21.5	17.9
Columbia Theol Sem				
Men	23.0	—	—	—
Women	—	—	—	—
Columbus C				
Men	32.3	26.8	21.2	17.2
Women	28.0	24.5	22.0	16.7
Emanuel Co JC				
Men	—	—	21.2	—
Women	—	—	—	—
Floyd JC				
Men	32.1	26.2	19.4	—
Women	—	22.5	19.3	—
Ft Valley State C				
Men	33.2	28.8	24.7	17.3
Women	35.5	26.4	21.7	15.4
Gainesville JC				
Men	25.5	23.2	20.4	18.1
Women	27.9	22.3	18.7	—
Georgia C				
Men	31.5	24.7	19.8	—
Women	29.3	24.2	20.5	17.0
Georgia Inst of Tech				
Men	42.3	33.0	28.3	25.6
Women	29.9	27.0	23.5	—
Southern Tech Inst				
Men	30.3	27.5	23.4	—
Women	—	23.7	20.6	—
Georgia Military C				
Men	16.7	—	—	—
Women	—	—	—	—
Georgia Southern C				
Men	31.3	25.8	22.4	15.9
Women	30.4	25.5	19.8	14.9
Georgia Southwestern C				
Men	31.1	26.2	22.5	18.7
Women	31.7	26.1	20.2	17.3
Georgia St U				
Men	43.5	31.4	24.6	17.6
Women	37.4	28.1	23.2	17.9
Gordon JC				
Men	—	24.6	19.6	16.7
Women	—	24.6	20.8	15.6
Interdenominational Theological Center				
Men	28.2	20.2	—	15.7
Women	—	—	—	12.5
Kennesaw C				
Men	34.5	27.1	24.0	21.2
Women	—	27.2	24.2	20.0
La Grange C				
Men	25.2	20.9	17.9	—
Women	—	20.9	17.3	—
Macon JC				
Men	28.7	25.7	21.2	15.3
Women	—	23.0	19.5	15.0
Medical C of Ga				
Men	49.8	38.8	27.9	—
Women	31.5	27.1	22.3	17.1
Mercer U				
Atlanta				
Men	22.5	20.0	19.5	17.2
Women	—	19.6	18.2	15.8
Main Campus				
Men	33.6	27.0	21.5	18.3
Women	31.4	24.8	20.9	17.3
Southern Sch of Pharmacy				
Men	26.4	22.9	20.8	—
Women	—	—	—	—
Middle Georgia C				
Men	26.8	23.2	20.3	—
Women	—	22.3	19.5	16.4
Morehouse C				
Men	24.1	18.0	16.4	14.5
Women	24.7	16.6	15.9	13.4
Morris Brown C				
Men	—	16.1	13.7	11.9
Women	21.5	15.0	13.1	11.1
North Georgia C				
Men	26.3	24.6	22.0	17.0
Women	29.8	24.4	21.2	17.7
Oglethorpe U				
Men	31.5	24.0	18.5	—
Women	—	23.1	—	—
Paine C				
Men	22.5	21.3	17.1	17.4
Women	—	—	17.3	15.7
Piedmont C				
Men	12.4	11.0	9.6	—
Women	—	—	—	—
Reinhardt C				
Men	—	16.2	—	—
Women	—	—	—	—
Savannah St C				
Men	31.3	25.6	22.6	19.8
Women	32.4	23.2	20.8	16.8
Shorter C				
Men	25.2	19.6	18.1	—
Women	—	18.4	14.2	—
South Georgia C				
Men	—	24.9	22.3	18.3
Women	—	24.2	20.4	17.2
Spelman C				
Men	20.6	22.3	16.2	13.0
Women	27.2	20.8	17.0	12.9

GEORGIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Tift C				
Men	21.0	15.2	—	—
Women	—	15.2	14.8	—
Toccoa Falls C				
Men	—	—	16.0	—
Women	—	—	14.8	—
U of Georgia				
Men	41.3	30.2	23.9	18.5
Women	36.7	29.5	22.6	17.7
Valdosta St C				
Men	30.8	26.3	23.4	18.4
Women	29.1	24.4	20.4	19.1
Waycross JC				
Men	—	—	21.9	—
Women	—	—	21.3	—
Wesleyan C				
Men	20.7	16.4	18.6	—
Women	19.5	—	16.5	17.8

HAWAII

	Prof	Assoc Prof	Asst Prof	Inst
Chaminade U of Honolulu				
Men	24.6	20.0	17.5	13.8
Women	—	19.8	17.2	13.7
Hawaii Pacific C				
Men	—	23.6	16.5	—
Women	—	—	—	11.4
U of Hawaii				
Hilo				
Men	34.7	27.9	22.0	—
Women	—	26.0	22.3	—
Manoa				
Men	37.6	28.4	23.4	19.5
Women	34.7	27.8	23.8	19.0
W Oahu C				
Men	—	24.3	—	—
Women	—	—	20.1	—

IDAHO

	Prof	Assoc Prof	Asst Prof	Inst
Boise St U				
Men	28.2	24.0	20.5	19.6
Women	27.2	23.0	19.4	16.9
C of Idaho				
Men	22.6	20.3	16.5	—
Women	22.2	—	—	—
C of Southern Idaho				
Men	24.8	21.5	20.4	19.8
Women	25.5	21.8	16.2	17.4
Idaho St U				
Men	28.3	24.5	21.3	20.1
Women	27.6	24.6	20.1	17.0
Lewis-Clark St C				
Men	25.4	22.8	19.1	—
Women	—	23.2	19.7	—
NW Nazarene C				
Men	24.3	19.6	17.9	15.5
Women	—	—	19.1	15.6
U of Idaho				
Men	31.9	26.5	21.9	—
Women	33.7	23.7	20.6	—

ILLINOIS

	Prof	Assoc Prof	Asst Prof	Inst
American Conservatory of Music				
Men	21.9	15.5	—	—
Women	—	16.2	—	—
Augustana C				
Men	34.1	27.7	22.5	18.3
Women	—	27.8	21.4	18.1
Aurora C				
Men	25.4	22.9	21.3	—
Women	—	21.5	20.2	—
Barat C				
Men	21.3	—	17.1	11.7
Women	20.8	16.9	15.5	12.0
Bethany Theol Sem				
Men	26.1	—	—	—
Women	—	—	—	—
Black Hawk C				
Men	29.4	27.1	21.7	19.4
Women	29.3	25.0	20.1	17.6
East Campus				
Men	—	23.6	20.1	—
Women	—	19.9	—	16.9
Bradley U				
Men	33.7	26.7	23.7	16.4
Women	30.6	25.5	20.6	17.6
Catholic Theol Union				
Men	25.0	21.1	16.0	
Women	—	—	19.6	—
Chicago St U				
Men	26.9	25.4	19.8	15.5
Women	26.2	22.2	20.4	16.3
City C of Chicago				
City-Wide C				
Men	32.0	27.2	23.3	20.5
Women	—	24.6	24.4	20.5
Daley C				
Men	32.6	30.5	28.8	20.5
Women	31.7	30.0	26.8	21.1
Kennedy-King C				
Men	33.2	30.7	27.8	23.3
Women	33.0	30.5	26.9	23.5
Loop C				
Men	33.5	30.5	28.2	20.5
Women	32.5	29.9	27.1	21.4
Malcolm X C				
Men	—	27.3	27.2	23.5
Women	32.6	26.9	25.2	22.8
Olive-Harvey				
Men	32.3	30.5	27.6	22.2
Women	30.4	29.8	27.3	23.3
Truman C				
Men	32.7	30.1	26.2	18.3
Women	34.1	30.1	24.1	17.8
Wright C				
Men	34.1	31.1	28.6	19.4
Women	35.0	30.4	27.2	17.4
C of St Francis				
Men	27.8	22.2	20.7	18.2
Women	—	25.0	20.4	18.3
Concordia C				
Men	24.2	22.3	20.2	14.3
Women	23.6	21.3	16.8	—
DePaul U				
Men	36.8	29.5	22.8	18.8
Women	33.4	27.2	23.1	18.5
Eastern Illinois U				
Men	28.5	23.3	19.1	17.3
Women	27.6	21.6	18.5	15.7
East-West U				
Men	—	—	18.4	15.0
Women	—	—	—	—
Elmhurst C				
Men	31.2	25.2	20.7	—
Women	30.2	25.7	20.4	17.8

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Eureka C				
Men	21.3	16.3	14.2	—
Women	19.8	16.8	15.8	—
Garrett-Evangelical Theol				
Men	30.0	—	—	—
Women	—	—	—	—
George Williams C				
Men	25.4	19.6	17.5	—
Women	26.3	19.5	17.9	—
Greenville C				
Men	20.2	19.0	15.1	—
Women	20.1	—	—	—
Illinois Benedictine C				
Men	29.0	23.1	19.1	—
Women	28.6	21.5	21.0	—
Illinois Central C				
Men	32.9	28.0	24.1	19.7
Women	31.4	27.6	23.7	19.3
Illinois C				
Men	27.7	24.1	18.1	16.1
Women	—	—	17.6	—
Illinois C of Optometry				
Men	—	32.5	24.5	—
Women	—	—	23.9	—
Illinois Inst Tech				
Men	41.0	31.2	24.8	18.7
Women	—	30.4	23.9	20.1
Illinois St U				
Men	33.2	27.3	21.1	17.4
Women	31.0	24.2	20.2	15.9
Illinois Wesleyan U				
Men	31.2	24.9	19.3	17.9
Women	—	22.3	19.6	18.3
John Marshall Law Sch				
Men	53.2	41.5	30.1	—
Women	—	—	—	18.0
Judson C				
Men	23.8	19.8	17.1	—
Women	—	—	15.8	—
Kendall C				
Men	—	—	18.2	—
Women	—	—	18.5	—
Knox C				
Men	33.0	26.4	20.6	18.5
Women	—	—	19.6	—
Lake Forest C				
Men	34.0	28.7	22.7	19.4
Women	33.8	26.0	21.2	18.6
Lewis and Clark CC				
Men	26.2	23.3	21.2	18.8
Women	26.5	23.0	21.3	18.8
Lewis U				
Men	23.2	20.4	18.9	15.2
Women	—	20.7	17.9	15.1
Lincoln Christian C				
Men	18.9	16.4	15.7	—
Women	—	—	—	—
Lincoln C				
Men	—	19.8	17.5	15.5
Women	—	19.5	—	14.8
Loyola U of Chicago				
Men	36.5	29.5	25.7	23.2
Women	33.8	28.0	23.6	21.3
Lutheran School of Theology Chicago				
Men	29.8	—	—	—
Women	—	—	—	—
MacMurray C				
Men	26.0	20.6	18.4	16.3
Women	—	—	17.8	17.9
McCormick Theol Sem				
Men	29.2	—	—	—
Women	—	—	—	—
McKendree C				
Men	24.3	20.0	19.7	—
Women	—	—	19.6	—
Millikin U				
Men	30.7	24.9	20.1	17.0
Women	—	23.6	20.1	15.3
Monmouth C				
Men	26.7	22.8	19.2	18.2
Women	—	23.4	—	14.9
Moraine Valley CC				
Men	29.3	25.2	20.2	17.7
Women	29.1	24.4	20.0	17.0
Mundelein C				
Men	25.4	21.1	16.9	—
Women	24.9	19.8	16.3	16.3
National C Chiropractic				
Men	24.6	25.1	19.7	17.4
Women	—	—	18.5	14.4
N Baptist Theol Sem				
Men	21.5	—	—	—
Women	—	—	—	—
North Central C				
Men	28.5	25.3	19.5	16.9
Women	28.1	—	21.2	18.5
NE Illinois U				
Men	29.8	24.5	20.5	—
Women	26.9	24.2	19.8	19.6
Northern Illinois U				
Men	35.1	28.3	22.0	13.7
Women	33.3	26.9	20.4	14.7
North Park C & Theol Sem				
Men	26.5	22.6	—	16.3
Women	—	22.3	18.8	16.4
Northwestern U				
Men	42.8	29.1	25.5	27.6
Women	40.0	28.4	23.6	—
Oakton CC				
Men	31.0	27.2	24.9	19.9
Women	28.8	26.3	23.4	21.8
Olivet Nazarene C				
Men	23.7	21.4	17.6	16.4
Women	—	19.2	17.5	—
Principia C				
Men	30.1	24.7	18.4	15.4
Women	—	23.2	17.1	13.5
Quincy C				
Men	26.4	23.1	18.9	16.8
Women	—	21.8	20.6	—
Richland CC				
Men	25.9	23.1	22.1	18.0
Women	—	22.7	20.0	—
Rockford C				
Men	27.1	21.1	20.4	15.4
Women	25.4	21.5	16.3	12.7
Roosevelt U				
Men	28.1	23.1	20.2	15.9
Women	25.7	21.4	19.2	15.0
Rosary C				
Men	—	25.3	20.0	—
Women	—	24.2	19.5	13.4
Sangamon St U				
Men	31.2	28.1	22.6	—
Women	29.3	26.5	21.3	—
Sauk Valley C				
Men	25.5	24.9	21.8	—
Women	—	24.3	19.7	15.8
Sch of Art Inst of Chicago				
Men	29.1	24.2	19.6	—
Women	29.6	24.3	19.8	—
Seabury-Western Theol Sem				
Men	18.8	15.8	—	—
Women	—	—	—	—
Southern Illinois U				
Carbondale				
Men	33.9	26.7	21.3	18.3
Women	29.8	24.3	20.2	16.6
Edwardsville				
Men	31.7	27.6	24.8	18.8
Women	28.4	25.1	21.2	15.9
Spertus C of Judaica				
Men	30.2	—	—	—
Women	—	—	—	—
Trinity Christian C*				
Men	27.5	25.1	21.0	20.0
Women	—	—	—	—
Trinity C				
Men	24.3	18.8	16.4	12.3
Women	—	19.5	18.0	—
Trinity Evangelical Divinity School				
Men	27.0	25.9	18.2	—
Women	—	—	—	—
U of Chicago				
Men	45.5	31.3	25.6	19.2
Women	38.0	30.0	27.4	15.5
U of Health Sciences				
Chicago Med Sch				
Men	—	—	—	—
Women	—	32.4	18.8	—
U of Illinois				
Chicago Circle				
Men	38.4	28.0	22.8	18.1
Women	36.3	28.3	22.0	19.5
Urbana-Champaign				
Men	39.2	28.5	25.3	22.3
Women	37.7	26.8	22.2	—
Western Illinois U				
Men	30.4	25.0	20.6	14.4
Women	26.9	23.0	20.1	14.7
Wheaton C				
Men	28.2	24.2	19.3	—
Women	27.8	23.1	19.1	—

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Anderson C				
Men	26.2	22.5	18.7	17.2
Women	23.3	20.0	17.7	16.5
Ball State U				
Men	32.0	25.3	20.9	14.4
Women	31.7	25.1	19.4	14.1
Butler U				
Men	29.5	24.5	21.8	.0
Women	29.3	22.2	18.2	16.6
Calumet C				
Men	21.3	18.0	14.6	—
Women	—	—	—	—
Concordia Theol Sem				
Men	22.1	19.1	16.8	—
Women	—	—	—	—
Depauw U				
Men	33.4	28.0	22.7	—
Women	29.7	26.1	21.4	—
Earlham C				
Men	30.0	23.1	17.0	—
Women	—	—	18.6	—
Ft Wayne Bible C				
Men	21.4	18.0	12.8	—
Women	—	17.7	—	—
Franklin C of Indiana				
Men	21.2	17.8	17.7	—
Women	18.4	17.5	17.4	—
Goshen Biblical Sem				
Men	18.1	16.6	—	—
Women	—	—	—	—
Goshen C				
Men	21.8	17.5	17.6	—
Women	21.7	17.8	16.4	—
Grace C				
Men	23.7	20.6	17.5	—
Women	—	19.1	—	—
Grace Theol Sem				
Men	25.4	21.8	—	—
Women	—	—	—	—
Huntington C				
Men	24.1	20.4	16.7	13.4
Women	—	—	—	12.7
Indiana Central U				
Men	26.7	23.3	19.4	—
Women	—	21.7	19.2	16.4
Indiana St U				
Men	30.8	24.9	20.6	15.8
Women	23.2	23.5	19.5	15.3
Evansville				
Men	30.6	24.7	21.5	18.3
Women	30.5	24.3	18.1	14.8
Indiana U				
Bloomington				
Men	36.8	27.6	22.8	—
Women	34.8	25.7	20.8	—
East				
Men	—	23.5	18.1	—
Women	—	—	16.6	—
Kokomo				
Men	29.6	24.4	—	—
Women	—	23.6	19.8	—
Northwest				
Men	34.6	29.4	21.0	—
Women	—	27.0	20.4	—
South Bend				
Men	32.6	26.6	20.6	—
Women	—	23.9	19.9	—
Southeast				
Men	31.0	23.8	18.4	—
Women	28.5	22.9	17.7	—
Ind U-Purdue U				
Ft Wayne				
Men	30.7	27.8	21.8	20.5
Women	—	24.5	19.4	15.4
Indianapolis				
Men	35.5	27.1	22.1	—
Women	30.6	23.8	18.8	13.2
Manchester C				
Men	27.1	21.8	17.9	16.5
Women	—	21.8	17.4	—
Marian C				
Men	21.8	19.9	17.1	—
Women	—	—	17.3	15.2
Marion C				
Men	21.4	19.1	15.4	—
Women	22.0	16.9	14.1	11.5
Oakland City C				
Men	16.4	—	14.6	—
Women	16.6	—	13.9	—
Purdue U				
Men	40.6	29.7	24.1	17.6
Women	35.8	27.7	22.6	15.0
Calumet				
Men	33.7	27.6	22.8	18.6
Women	34.3	24.6	20.2	14.4
N Central Campus				
Men	31.8	26.3	22.4	—
Women	—	25.1	19.1	—
Rose-Hulman Inst of Tech				
Men	35.2	28.8	24.3	—
Women	—	—	—	—
Saint Joseph's C				
Men	24.8	22.7	21.0	18.9
Women	—	—	16.9	—
St Mary-of-the-Woods C				
Men	—	17.0	14.1	10.3
Women	—	—	13.3	12.1
Saint Mary's C				
Men	32.8	25.9	20.5	—
Women	30.3	25.9	20.3	17.4
St Meinrad C				
Men	—	—	20.8	—
Women	—	—	—	—
St Meinrad Sch of Theol				
Men	—	22.6	—	—
Women	—	—	—	—
Taylor U				
Men	24.1	20.7	17.9	14.7
Women	23.6	20.7	17.4	—
Tri-State U				
Men	25.0	21.1	20.0	—
Women	—	20.7	18.6	—
U of Evansville				
Men	28.7	24.5	22.0	17.6
Women	28.3	23.0	19.8	17.6
U of Notre Dame				
Men	40.8	31.4	25.8	27.3
Women	38.3	28.4	22.7	21.5
Valparaiso U				
Men	29.9	23.7	20.6	16.1
Women	25.9	23.1	19.6	14.9
Vincennes U				
Men	26.8	21.9	19.9	17.6
Women	24.9	20.9	17.3	13.3
Wabash C				
Men	37.9	28.8	21.9	—
Women	—	—	22.0	—

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C				
Men	25.6	21.6	19.2	17.2
Women	—	—	20.4	16.6
Buena Vista C				
Men	28.6	23.7	21.1	17.9
Women	—	22.6	18.6	16.3
Central U of Iowa				
Men	27.4	23.8	20.3	—
Women	—	24.2	19.4	16.9
Clarke C				
Men	—	21.8	16.2	—
Women	24.3	23.0	17.3	15.7
Coe C				
Men	31.8	25.6	20.5	16.4
Women	—	24.4	20.2	18.1
Cornell C				
Men	29.8	23.4	19.8	—
Women	30.3	24.1	18.6	—
Divine Word C				
Men	—	—	18.2	—
Women	—	—	—	—
Dordt C				
Men	26.3	23.7	20.7	19.0
Women	—	—	—	—
Drake U				
Men	32.0	26.2	20.7	17.9
Women	24.6	23.0	19.3	17.7
Faith Baptist Bible C				
Men	19.7	16.8	15.3	—
Women	—	—	14.5	—
Graceland C				
Men	21.9	20.0	17.2	15.9
Women	23.4	—	17.0	—
Grand View C				
Men	24.8	21.3	—	—
Women	—	20.8	18.1	17.0
Grinnell C				
Men	35.9	26.1	20.9	—
Women	—	25.8	20.8	—
Iowa St U Sci & Tech				
Men	36.9	29.0	24.2	18.2
Women	35.0	26.9	22.6	17.7
Iowa Central CC				
Men	21.9	22.3	22.9	20.7
Women	—	—	—	19.5
Iowa Wesleyan C				
Men	19.5	15.8	15.4	13.9
Women	—	17.7	15.7	—
Iowa Western CC				
Men	25.9	22.3	18.5	17.0
Women	—	19.7	17.1	14.9
Luther C				
Men	29.0	23.3	20.2	18.4
Women	27.3	23.4	19.9	17.5
Marycrest C				
Men	—	19.1	17.5	—
Women	—	18.1	17.3	—
Morningside C				
Men	24.8	20.9	18.5	16.7
Women	—	—	17.0	14.9
Mount Mercy C				
Men	—	20.9	19.4	—
Women	—	21.1	18.6	16.6
Northwestern C				
Men	24.4	22.3	19.1	—
Women	—	—	17.2	14.9
Palmer C of Chiropractic				
Men	31.5	23.1	19.3	14.5
Women	26.4	21.5	19.3	14.5
St Ambrose C				
Men	27.0	24.0	21.8	19.0
Women	—	—	20.9	—
Simpson C				
Men	26.2	22.3	19.7	17.9
Women	—	—	19.1	16.8
U of Dubuque				
Men	24.9	21.9	20.2	—
Women	—	—	17.4	15.3
U of Iowa				
Men	40.4	31.6	26.0	25.1
Women	35.8	28.6	22.6	19.3
U of N Iowa				
Men	32.3	26.4	23.0	19.1
Women	30.2	26.2	21.5	17.5
Upper Iowa U				
Men	—	—	13.4	—
Women	—	—	13.0	11.4
Waldorf C				
Men	28.0	25.8	24.2	19.7
Women	—	—	22.5	19.5
Wartburg C				
Men	24.0	21.8	19.5	—
Women	—	—	18.0	—
Westmar C				
Men	22.0	18.3	16.2	16.4
Women	—	—	—	14.8
William Penn C				
Men	19.7	17.7	16.5	—
Women	—	18.5	—	—

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Baker U				
Men	22.2	18.9	17.2	—
Women	—	—	16.1	13.4
Benedictine C				
Men	23.3	19.3	16.4	15.7
Women	22.5	16.8	15.7	13.9
Bethany C				
Men	23.9	20.0	17.3	14.7
Women	—	—	16.8	—
Bethel C				
Men	20.9	19.4	16.3	—
Women	—	—	16.2	—
Central Baptist Theol Sem				
Men	24.3	22.4	—	—
Women	—	—	—	—
Dodge City CC				
Men	26.6	21.6	18.3	15.5
Women	—	—	19.1	15.6
Emporia St U				
Men	29.5	25.1	21.6	—
Women	27.0	23.3	21.0	—
Ft Hays St U				
Men	28.9	23.9	21.2	18.8
Women	27.0	23.0	20.4	17.5
Friends Bible C				
Men	—	—	15.0	—
Women	—	—	—	—
Friends U				
Men	19.5	17.5	16.6	—
Women	—	—	15.9	—
Kansas Newman C				
Men	—	16.6	16.4	—
Women	—	16.8	17.0	14.7
Kansas St U				
Agr & Applied Sci				
Men	34.4	27.1	22.2	17.7
Women	31.3	26.7	20.9	17.8
Kansas Wesleyan				
Men	20.1	16.5	16.3	—
Women	—	16.1	—	—
Manhattan Christian C				
Men	16.4	14.6	—	—
Women	—	—	—	—
Marymount C of Kansas				
Men	—	17.6	15.0	12.6
Women	—	17.2	14.6	10.9
McPherson C				
Men	21.3	17.3	16.0	13.8
Women	—	—	15.9	—
Mid-America Nazarene C				
Men	22.6	19.8	16.0	—
Women	16.8	17.2	15.3	—
Ottawa U				
Men	20.9	18.3	15.0	—
Women	—	—	17.4	—
Pittsburg St U				
Men	29.4	27.2	22.4	18.7
Women	27.1	22.7	18.7	17.5
St Mary C				
Men	—	—	—	13.7
Women	—	—	—	13.6
St John's C				
Men	—	15.1	14.3	—
Women	—	—	—	13.1
St Mary Plains C				
Men	—	17.1	15.7	13.8
Women	—	—	16.5	—
Southwestern C				
Men	23.3	19.8	17.9	—
Women	—	20.2	17.8	—
Sterling C				
Men	21.4	19.3	16.3	—
Women	—	—	15.9	—
Tabor C				
Men	20.7	18.4	16.8	15.6
Women	—	—	16.0	—
U of Kansas				
Men	35.9	26.6	24.0	15.9
Women	33.3	24.1	21.1	14.2
Washburn U of Topeka				
Men	34.3	27.6	20.7	20.2
Women	37.0	28.3	20.4	17.9
Wichita State U				
Men	35.1	28.1	22.3	17.9
Women	30.8	25.2	21.1	16.4

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C				
Men	—	—	14.1	11.4
Women	—	—	—	—
Asbury C				
Men	24.8	20.9	18.6	15.6
Women	—	—	18.2	15.2
Asbury Theol Sem				
Men	25.6	21.1	—	—
Women	—	—	—	—
Bellarmine C				
Men	28.9	23.0	19.4	—
Women	24.8	23.8	18.2	—
Berea C				
Men	29.4	23.6	20.0	16.7
Women	30.6	23.8	19.0	17.2
Brescia C				
Men	—	22.3	18.1	—
Women	—	—	19.1	14.8
Campbellsville C				
Men	22.8	18.3	15.2	13.6
Women	—	—	14.4	13.2
Centre C of Ky				
Men	28.3	21.2	18.2	—
Women	23.2	—	16.9	—
Cumberland C				
Men	19.7	16.5	14.9	13.8
Women	—	17.6	13.4	12.8
Eastern Ky U				
Men	30.0	25.8	21.9	16.5
Women	30.0	25.8	20.5	16.3
Georgetown C				
Men	25.6	21.4	17.9	—
Women	—	21.1	17.5	15.0
Ky Christian C				
Men	12.5	11.9	—	—
Women	—	13.6	—	—
Kentucky St U				
Men	30.5	22.8	21.5	19.1
Women	—	22.7	19.0	17.6
Ky Wesleyan C				
Men	26.2	22.8	16.7	—
Women	—	22.1	16.9	—
Lees Junior C				
Men	16.2	15.9	—	12.5
Women	—	—	—	11.3
Lexington Theol Sem				
Men	21.8	—	—	—
Women	—	—	—	—
Louisville Presbyterian Theol Sem				
Men	31.9	—	—	—
Women	—	—	—	—
Morehead St U				
Men	29.5	25.1	22.0	17.1
Women	28.4	24.4	20.5	15.8
Murray St U				
Men	29.0	26.1	21.2	19.1
Women	26.5	23.7	20.4	17.6
N Kentucky U				
Men	33.5	26.9	22.3	18.0
Women	36.0	26.0	19.3	15.4
Pikeville C				
Men	20.9	18.8	16.5	—
Women	21.0	—	16.1	—
Spalding C				
Men	18.7	16.0	—	14.0
Women	18.3	16.5	16.0	14.5
Thomas More C				
Men	19.1	16.9	14.5	12.5
Women	—	—	16.0	15.6
Transylvania U				
Men	25.6	23.8	19.3	17.9
Women	—	19.6	19.2	—
Union C				
Men	21.3	17.6	14.7	14.3
Women	—	17.5	15.6	13.1
U of Kentucky				
Men	37.3	28.9	24.1	20.9
Women	34.5	26.9	22.2	18.5
CC System				
Men	28.3	25.1	22.6	20.7
Women	26.6	26.0	21.2	16.4
U of Louisville				
Men	35.4	27.6	23.6	19.1
Women	29.6	22.1	18.0	15.9
Western Ky U				
Men	30.9	25.5	21.1	19.4
Women	28.8	23.3	20.1	17.0

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of La				
Men	28.4	24.5	19.6	17.7
Women	—	—	17.9	17.2
Dillard U				
Men	22.4	20.8	17.2	16.2
Women	—	20.2	17.7	15.4
Grambling St U				
Men	27.0	25.4	22.5	16.8
Women	28.1	25.1	20.2	17.1
Louisiana C				
Men	25.2	20.2	19.0	—
Women	—	19.9	18.7	15.5
Louisiana St U				
Alexandria				
Men	27.5	22.1	21.0	17.6
Women	—	22.8	20.1	18.3
Eunice				
Men	—	—	21.6	20.4
Women	—	—	21.5	16.1
Medical Center				
Men	45.1	35.1	26.2	19.6
Women	35.9	30.7	22.5	18.5
Shreveport				
Men	30.3	26.4	22.4	18.8
Women	29.4	26.2	21.1	—
La St U and A & M C				
Men	38.6	29.3	24.5	18.8
Women	35.1	29.6	22.7	17.1
La Tech U				
Men	32.7	28.3	23.4	15.8
Women	29.5	24.5	20.2	17.9
Loyola U of New Orleans				
Men	33.9	26.4	22.4	18.4
Women	32.4	27.0	21.8	17.9
McNeese St U				
Men	30.4	23.7	21.5	22.0
Women	33.8	25.1	21.0	19.4
New Orleans Baptist Theol Sem				
Men	19.4	18.6	16.4	—
Women	—	—	—	—
Nicholls St U				
Men	32.4	26.7	24.7	19.5
Women	32.6	25.7	22.6	20.4
Northeast Louisiana U				
Men	33.0	30.1	24.2	17.6
Women	30.3	26.7	22.0	16.7
NW St U of La				
Men	29.0	25.3	23.9	19.2
Women	29.7	23.6	20.4	17.7
Our Lady of Holy Cross C				
Men	—	20.3	16.8	15.0
Women	—	—	14.8	18.9
St Mary's Dominican C				
Men	—	18.4	16.4	15.4
Women	23.0	18.0	15.4	14.0
SE Louisiana U				
Men	31.3	28.1	23.7	17.1
Women	28.0	27.1	24.7	18.4
S U in New Orleans				
Men	28.1	25.2	22.0	18.9
Women	27.8	24.3	20.7	17.4
Tulane U of Louisiana				
Men	38.5	28.4	21.8	17.3
Women	31.4	27.8	20.1	16.5
U of New Orleans				
Men	34.4	28.5	22.5	16.7
Women	30.8	25.1	19.7	16.1

Continued on Following Page

FACT-FILE—Continued

LOUISIANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of SW Louisiana				
Men	34.9	26.9	22.6	19.1
Women	32.2	26.8	21.9	17.0
Xavier U of Louisiana				
Men	22.8	20.4	20.8	15.0
Women	22.0	18.5	16.5	15.3

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bangor Theol Sem				
Men	35.9	—	—	—
Women	—	—	—	—
Bates C				
Men	34.0	26.5	21.0	19.3
Women	—	26.0	20.7	—
Bowdoin C				
Men	36.0	28.0	22.0	17.6
Women	—	—	21.2	—
Colby C*				
Men	38.6	28.8	22.4	17.4
Women	38.0	27.2	21.3	—
Husson C				
Men	19.7	18.3	17.2	—
Women	19.9	16.9	15.4	—
Maine Maritime Acad				
Men	25.6	22.5	19.3	17.4
Women	—	—	—	—
Nasson C				
Men	20.2	18.0	16.2	—
Women	—	—	—	—
St Joseph's C				
Men	—	—	15.3	—
Women	—	18.9	15.6	—
Thomas C				
Men	—	—	19.4	—
Women	—	—	17.2	—
Unity C				
Men	15.3	14.3	14.8	—
Women	—	—	—	—
U of Maine				
Augusta				
Men	26.0	22.6	17.2	—
Women	—	23.1	15.7	15.0
Farmington				
Men	29.0	23.7	19.1	—
Women	—	21.1	19.0	15.0
Ft Kent				
Men	29.3	22.5	17.7	—
Women	—	—	—	—
Machias				
Men	27.4	23.5	18.9	—
Women	—	23.2	18.6	—
Orono				
Men	31.4	24.4	20.3	13.6
Women	28.0	23.5	18.3	13.3
Presque Isle				
Men	27.2	22.9	19.3	—
Women	28.4	—	17.5	14.3
U of New England				
Men	—	22.0	18.4	—
Women	—	—	16.8	—
U of S Maine				
Men	33.9	26.1	20.5	15.6
Women	29.0	24.1	19.9	17.5

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC				
Men	27.4	22.2	19.4	14.3
Women	—	21.1	17.8	16.2
Anne Arundel CC				
Men	32.7	28.0	22.5	19.8
Women	30.8	26.7	22.3	20.1
Baltimore Hebrew C				
Men	32.6	25.7	—	—
Women	—	—	—	—
Bowie State C				
Men	35.7	30.2	23.2	—
Women	35.6	27.6	23.2	—
Capitol Inst of Tech				
Men	23.6	—	20.0	—
Women	—	—	—	—
Catonsville CC				
Men	36.1	29.6	25.2	18.7
Women	33.3	27.6	24.1	18.1
Cecil CC				
Men	—	22.2	20.9	—
Women	—	—	19.0	15.3
Charles Co CC				
Men	29.0	26.0	21.0	—
Women	—	24.8	17.9	16.2
C of Notre Dame of Md				
Men	22.4	20.0	17.5	—
Women	25.4	21.7	19.8	15.7
Columbia Union C				
Men	18.3	17.6	16.8	15.6
Women	—	17.8	18.5	15.2
CC of Baltimore				
Men	32.1	25.0	21.2	—
Women	30.0	25.1	21.0	17.7
Coppin State C				
Men	33.5	27.7	22.8	17.2
Women	34.5	28.4	21.3	16.7
Dundalk CC				
Men	31.0	26.6	24.2	21.2
Women	—	25.3	22.6	19.7
Essex CC				
Men	35.6	27.8	24.6	20.1
Women	33.4	27.2	23.4	19.2
Frederick CC				
Men	32.9	26.2	20.4	16.5
Women	—	—	19.1	14.9
Frostburg State C				
Men	32.0	26.8	22.4	18.5
Women	33.5	24.0	21.2	18.2
Garrett CC				
Men	—	—	19.6	16.0
Women	—	—	—	—
Goucher C				
Men	31.2	24.8	19.2	—
Women	27.3	22.7	19.5	16.0
Hagerstown JC				
Men	25.7	23.9	20.6	—
Women	—	22.3	19.5	18.0
Harford CC				
Men	32.9	26.9	20.9	—
Women	—	29.2	22.3	15.1
Hood C				
Men	27.9	22.9	19.0	—
Women	31.2	23.3	18.8	15.2
Howard CC				
Men	34.2	30.7	23.2	19.4
Women	—	25.3	22.0	18.3
Johns Hopkins U				
Men	46.8	33.2	24.8	20.5
Women	42.9	28.5	23.9	16.5
Loyola C				
Men	34.7	29.4	24.1	13.1
Women	—	25.4	20.8	—
Montgomery C				
Germantown				
Men	34.9	27.4	21.1	—
Women	—	—	20.2	—
Rockville				
Men	34.4	29.4	24.4	20.9
Women	34.4	28.5	23.5	18.1
Takoma Park				
Men	35.5	32.5	25.1	18.7
Women	35.3	28.2	22.8	18.7
Morgan St U				
Men	36.6	27.9	23.3	18.1
Women	35.4	26.0	22.6	16.1
Mount St Mary's C				
Men	28.8	22.8	17.2	—
Women	—	—	16.8	—
Prince Georges CC				
Men	32.7	29.5	24.9	20.9
Women	32.9	28.5	24.7	19.9
St Mary's C of Md				
Men	25.4	26.4	18.0	9.1
Women	28.6	26.3	17.3	9.2
Salisbury St C				
Men	34.9	28.0	22.9	18.0
Women	34.5	27.3	21.2	17.9
Towson St U				
Men	35.5	30.0	24.5	19.3
Women	35.2	29.7	24.0	19.3
U.S. Naval Academy				
Men	44.0	35.2	26.7	—
Women	—	29.5	24.8	—
U of Baltimore				
Men	37.9	28.4	27.7	—
Women	31.2	34.1	24.9	—
U of Maryland				
Balt Prof Schools				
Men	43.7	34.2	30.7	22.4
Women	36.0	28.4	27.6	17.4
Baltimore Co				
Men	39.9	29.0	24.5	19.0
Women	—	29.3	23.1	16.2
College Park				
Men	40.7	29.4	24.6	18.7
Women	39.3	28.3	22.3	16.2
Eastern Shore				
Men	28.2	28.0	24.7	21.1
Women	—	—	23.6	21.5
University C				
Men	—	—	—	18.7
Women	—	—	—	—
Villa Julie C				
Men	—	—	—	—
Women	—	21.3	17.6	—
Washington Bible C				
Men	17.7	15.8	—	—
Women	—	—	—	—
Washington C				
Men	30.2	24.4	20.7	—
Women	30.3	24.0	—	—
Washington Theol Union				
Men	—	21.9	16.4	—
Women	—	—	—	—
W Maryland C				
Men	29.3	24.2	21.1	—
Women	—	24.8	20.7	—
Wor-Wic Tech CC				
Men	—	—	—	—
Women	—	—	20.0	—

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
American International C				
Men	27.7	20.9	17.1	14.1
Women	—	16.6	17.7	14.3
Amherst C				
Men	42.7	30.3	23.6	—
Women	—	32.0	23.3	—
Andover Newton Theol Sch				
Men	23.4	—	—	—
Women	—	—	16.2	—
Anna Maria C				
Men	23.3	22.1	17.9	—
Women	—	19.0	18.9	14.8
Assumption C				
Men	30.4	24.6	21.2	—
Women	—	23.3	20.1	—
Atlantic Union C				
Men	18.8	17.5	19.9	—
Women	19.1	18.1	16.7	—
Babson C				
Men	43.1	32.3	27.5	—
Women	—	—	25.8	—
Bay Path JC				
Men	25.9	23.1	—	—
Women	—	22.7	19.2	13.1
Becker JC				
Leicester				
Men	—	23.1	17.7	—
Women	—	—	—	—
Worcester				
Men	25.1	—	17.3	—
Women	—	—	17.7	15.3
Bentley C				
Men	36.6	31.1	25.5	21.8
Women	—	30.0	24.2	23.8
Berkshire Christian C				
Men	13.9	—	—	—
Women	—	—	—	—
Berkshire CC				
Men	29.5	24.7	20.6	18.1
Women	—	24.2	19.2	17.3
Boston C				
Men	41.6	31.2	25.6	21.7
Women	39.1	28.6	22.9	19.8
Boston U				
Men	38.0	30.3	22.9	22.1
Women	36.8	28.4	22.6	20.0
Brandeis U				
Men	43.7	32.5	24.1	18.6
Women	41.8	29.2	23.6	19.6
Bridgewater State C				
Men	34.3	28.1	24.8	—
Women	32.8	26.0	24.5	22.4
Bristol CC				
Men	29.1	23.6	21.0	18.4
Women	28.3	23.5	21.8	18.4
Cambridge C Inst Open Ed				
Men	—	24.8	23.8	—
Women	—	24.8	23.8	—
Cape Cod CC				
Men	29.5	25.1	22.2	20.0
Women	28.6	24.5	22.0	18.9
Chamberlayne JC				
Men	—	—	17.5	17.1
Women	—	—	16.7	14.3
Clark U				
Men	37.9	29.2	21.7	21.1
Women	37.1	26.1	21.1	—
C Our Lady of Elms				
Men	—	23.5	20.0	—
Women	—	—	18.2	—
C of the Holy Cross				
Men	36.0	28.1	22.9	20.2
Women	—	26.2	22.2	19.7
Curry C				
Men	23.5	21.7	16.7	15.6
Women	—	23.7	19.0	15.5
Dean JC				
Men	25.3	23.4	19.7	15.0
Women	—	—	16.9	14.4
Eastern Nazarene C				
Men	23.4	20.1	15.9	—
Women	—	—	16.1	—
Emerson C				
Men	32.4	26.7	22.8	—
Women	29.1	25.4	23.2	21.8
Emmanuel C				
Men	28.0	23.5	16.5	—
Women	—	21.3	19.3	16.0
Endicott C				
Men	19.6	—	—	—
Women	18.2	—	15.0	14.9
Episcopal Divinity Sch				
Men	18.4	—	—	—
Women	—	—	—	—
Fitchburg State C				
Men	32.0	27.7	24.8	18.1
Women	30.7	27.3	22.6	17.9
Framingham State C				
Men	32.8	26.0	23.1	20.4
Women	31.6	25.8	23.7	18.9
Franklin Inst of Boston				
Men	24.0	21.3	19.3	17.7
Women	—	—	—	—
Gordon C				
Men	26.1	22.6	18.8	—
Women	—	—	18.5	—
Gordon Conwell Theol Sem				
Men	26.8	22.1	20.1	—
Women	—	—	—	—
Greenfield CC				
Men	26.4	24.1	20.0	—
Women	—	24.1	19.3	17.9
Harvard-Radcliffe				
Men	53.8	30.8	26.7	17.7
Women	47.7	29.4	26.6	19.1
Hellenic C-Holy Cross Sch				
Men	27.3	27.2	—	—
Women	—	—	—	15.5
Holyoke CC				
Men	28.3	23.8	21.4	17.0
Women	27.1	22.5	20.8	16.3
Laboure JC				
Men	—	19.2	—	—
Women	—	—	18.8	17.6
Lasell JC				
Men	20.9	18.9	—	—
Women	20.6	19.7	16.5	13.5
Lesley C				
Men	27.0	25.9	18.5	—
Women	27.7	23.7	20.5	15.8
Mass Bay CC				
Men	28.6	25.4	21.2	—
Women	26.0	24.6	19.7	17.0
Mass C of Art				
Men	31.9	26.2	23.0	—
Women	28.3	24.7	21.2	—
Mass C Phar-Hlth Sci				
Men	27.4	21.6	19.1	—
Women	—	20.7	18.6	—
Mass Inst of Tech				
Men	53.0	36.7	27.8	21.5
Women	43.2	32.8	24.8	19.3
Mass Maritime Acad				
Men	29.0	27.3	24.7	—
Women	—	—	—	—
Massasoit CC				
Men	27.9	23.4	19.2	16.2
Women	26.2	22.4	19.2	16.0
Merrimack C				
Men	31.8	25.8	20.6	—
Women	—	24.4	19.8	—
Middlesex CC				
Men	27.6	23.2	20.2	17.7
Women	25.9	22.7	21.0	15.9
Mount Holyoke C				
Men	38.7	29.5	21.9	—
Women	38.6	28.2	22.5	16.8
Mt Wachusett CC				
Men	27.4	24.3	21.9	16.9
Women	28.0	—	21.7	17.6
New England C Optometry				
Men	32.3	27.2	23.0	19.2
Women	—	—	23.3	22.2
New England Sch of Law				
Men	35.4	29.7	26.2	—
Women	—	—	—	—
North Adams St C				
Men	31.6	27.3	24.4	19.6
Women	23.7	25.9	23.0	24.6
N Essex CC				
Men	28.7	24.9	21.4	19.9
Women	25.7	22.9	20.5	17.7
North Shore CC				
Men	28.8	25.4	21.7	17.5
Women	28.2	24.1	21.2	17.8
Quinsigamond CC				
Men	27.5	23.7	21.6	17.8
Women	27.9	23.4	20.2	18.0
Regis C				
Men	25.3	—	—	—
Women	25.8	22.2	18.0	—
Roxbury CC				
Men	30.1	27.7	22.9	14.0
Women	—	—	20.0	—
Salem State C				
Men	33.3	27.9	23.5	18.6
Women	32.1	26.7	22.1	18.6
Simmons C				
Men	35.7	28.1	21.9	20.3
Women	35.3	27.6	23.1	19.6
Smith C				
Men	38.8	29.0	23.1	18.9
Women	36.7	28.9	23.5	18.5
SE Mass U				
Men	28.5	21.6	17.7	—
Women	25.7	19.0	16.2	—
Springfield C				
Men	33.7	25.0	22.1	13.7
Women	27.5	21.8	18.4	13.2
Springfield Tech CC				
Men	28.4	25.7	22.4	19.0
Women	27.4	24.2	22.0	18.9
Stonehill C				
Men	29.0	23.0	19.9	—
Women	26.7	22.6	19.4	—
Suffolk U				
Men	35.8	28.1	24.3	18.1
Women	33.7	27.6	22.4	20.3
Tufts U				
Men	45.0	36.4	27.9	39.5
Women	40.1	32.7	24.0	19.2
U of Lowell				
Men	37.6	30.8	25.8	19.7
Women	35.9	27.7	23.7	22.5
U of Massachsetts				
Amherst				
Men	36.6	30.3	23.9	22.1
Women	35.6	27.9	24.7	21.2
Boston				
Men	38.4	31.2	24.9	27.0
Women	33.4	29.0	25.1	—
Wellesley C				
Men	45.2	31.1	26.0	21.2
Women	44.2	31.9	26.2	20.2
Wentworth Inst of Tech				
Men	24.8	22.9	20.7	19.2
Women	—	20.4	18.9	17.3
W New England C				
Men	36.3	28.2	25.3	19.4
Women	33.2	26.6	22.2	16.0
Westfield State C				
Men	31.7	26.2	23.6	19.4
Women	29.1	25.4	21.6	18.5
Wheaton C				
Men	34.3	31.8	21.7	—
Women	34.6	25.9	20.8	—
Wheelock C				
Men	29.7	—	—	—
Women	—	22.3	18.1	—
Williams C				
Men	41.7	30.1	23.1	—
Women	—	29.1	21.9	—
Worcester JC*				
Men	14.7	18.7	—	—
Women	—	—	—	—
Worcester Poly Inst				
Men	40.3	31.3	25.6	17.7
Women	—	—	23.9	—
Worcester State C				
Men	31.8	28.9	24.7	—
Women	29.8	26.2	24.2	17.3

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Adrian C				
Men	28.0	23.8	19.1	15.2
Women	—	24.6	18.3	14.4
Albion C				
Men	36.2	28.4	20.7	18.3
Women	34.0	—	20.8	16.9
Alma C				
Men	29.2	23.6	19.0	—
Women	—	23.9	15.5	15.0
Aquinas C				
Men	30.6	24.7	22.1	18.8
Women	—	24.6	19.7	—
Calvin C				
Men	28.6	25.2	22.1	13.8
Women	26.4	12.6	20.2	17.1
Calvin Theol Sem				
Men	29.8	26.0	—	—
Women	—	—	—	—
Ctr for Creative Studies				
Men	23.8	22.2	19.8	—
Women	—	19.3	—	—
Central Mich U				
Men	34.1	27.7	23.7	19.5
Women	32.5	27.1	22.8	18.6
Concordia C				
Men	20.5	18.2	15.0	—
Women	—	18.0	15.0	—
Delta C				
Men	34.6	30.8	25.8	22.1
Women	35.2	30.6	25.4	20.7
Detroit C of Law				
Men	36.2	25.9	—	—
Women	—	—	—	—
Eastern Mich U				
Men	30.2	25.6	22.7	19.0
Women	28.0	24.3	20.9	17.6
Ferris State C				
Men	30.7	26.9	23.4	20.8
Women	31.2	24.7	20.2	18.8
GMI Engr Mgmt Inst				
Men	35.1	30.7	27.1	—
Women	—	28.9	25.6	—
Grace Bible C				
Men	—	20.9	19.1	—
Women	—	—	—	—
Grand Rapids				
Baptist C & Sem				
Men	20.8	17.9	14.3	—
Women	—	—	15.2	—
Grand Valley St C's				
Men	30.3	25.8	21.3	—
Women	—	23.6	19.7	—
Great Lakes Bible C				
Men	14.5	13.2	—	—
Women	—	—	—	—
Hillsdale C				
Men	34.6	26.4	21.6	—
Women	32.1	24.3	—	17.0
Hope C				
Men	28.9	25.2	21.7	17.0
Women	—	24.1	19.9	16.1
Jordan C				
Men	—	—	—	11.3
Women	—	—	—	—
Kalamazoo C				
Men	34.4	26.7	20.7	18.7
Women	—	25.5	20.1	—
Kendall Sch of Design				
Men	—	—	19.2	—
Women	—	—	18.1	—
Lake Michigan C				
Men	26.0	22.9	21.3	20.7
Women	—	—	20.0	16.1
Lake Superior St C				
Men	27.6	24.5	20.8	17.2
Women	—	24.2	19.6	14.4
Lansing CC				
Men	25.9	23.9	22.1	19.2
Women	24.1	23.2	21.0	18.6
Lawrence Inst Tech*				
Men	30.8	26.7	23.8	20.0
Women	—	—	22.0	—
Madonna C				
Men	24.8	—	20.0	18.0
Women	—	21.4	18.4	16.5
Marygrove C				
Men	—	18.5	16.2	—
Women	23.0	19.0	16.2	13.6
Mercy C of Detroit				
Men	26.0	22.7	18.8	—
Women	26.9	21.3	18.8	15.9
Mich Christian C				
Men	—	—	16.5	13.8
Women	—	—	16.3	—
Michigan State U				
Men	37.5	28.3	24.2	19.7
Women	33.4	26.7	22.3	18.1
Michigan Tech U				
Men	40.8	31.2	23.4	19.5
Women	—	26.7	22.7	17.3
Monroe Co CC				
Men	33.0	30.5	28.7	24.6
Women	—	—	28.3	—
Nazareth C				
Men	—	18.8	—	—
Women	24.8	18.3	16.6	13.9
Northern Mich U				
Men	30.4	25.5	23.1	19.2
Women	29.4	24.2	22.0	18.2
Northwestern Mich C				
Men	31.7	25.8	21.3	17.5
Women	—	—	21.0	18.1
Oakland U				
Men	34.2	26.2	20.4	20.5
Women	30.4	25.6	19.0	18.3
Olivet C				
Men	20.8	17.4	14.4	—
Women	—	—	15.4	—
Reformed Bible C				
Men	—	18.4	—	—
Women	—	—	—	—
Saginaw Valley St C				
Men	29.3	25.1	22.4	21.1
Women	29.6	24.2	22.6	18.8
St Mary's C				
Men	—	—	13.7	—
Women	—	—	—	—
Shaw C at Detroit				
Men	—	12.8	13.7	—
Women	—	—	15.2	11.5
Siena Heights C				
Men	—	19.5	18.0	15.7
Women	—	17.6	17.3	—
Spring Arbor C				
Men	19.8	18.0	15.9	—
Women	—	17.5	15.7	—
Thomas M Cooley Law Sch				
Men	50.2	38.2	—	—
Women	—	—	—	—
U of Detroit				
Men	36.6	32.9	27.9	29.5
Women	28.0	22.0	20.8	—
U of Michigan				
Ann Arbor				
Men	44.7	33.8	26.7	18.8
Women	36.5	28.3	23.3	17.0
Dearborn				
Men	32.3	25.0	21.2	—
Women	28.9	24.0	19.6	—
Flint				
Men	34.0	27.3	22.0	—
Women	31.1	25.2	22.1	—
Wayne State U				
Men	39.1	30.3	23.5	15.9
Women	35.3	29.0	22.7	17.6
Western Mich U				
Men	35.1	28.2	22.6	17.5
Women	32.2	27.3	20.9	16.1
Western Theol Sem				
Men	21.7	17.7	—	—
Women	—	—	—	—
William Tyndale C				
Men	24.6	17.0	—	—
Women	—	—	—	—

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augsburg C				
Men	26.3	22.1	17.1	14.3
Women	24.7	20.9	22.4	16.0
Bemidji St U				
Men	35.4	28.9	23.4	19.1
Women	33.1	28.2	22.7	—
Bethel C				
Men	28.1	23.8	20.4	17.5
Women	26.5	26.0	19.8	17.9
Bethel Theol Sem				
Men	30.3	24.8	—	—
Women	—	—	—	—
Carleton C				
Men	36.1	28.1	21.2	18.3
Women	35.3	25.8	20.5	18.3
C of St Benedict				
Men	28.6	23.8	19.2	17.1
Women	—	24.0	20.0	17.0
C of St Catherine				
Men	31.4	22.7	20.2	17.4
Women	28.4	24.3	19.9	17.2
C St Scholastica				
Men	—	20.5	17.5	18.2
Women	—	20.6	17.7	15.9
C of St Teresa				
Men	21.7	21.0	17.8	—
Women	—	20.4	18.4	14.7
C of St Thomas				
Men	37.8	29.4	24.5	19.0
Women	—	28.5	22.1	16.8
Concordia C at Moorhead				
Men	29.5	25.6	20.8	16.5
Women	26.3	24.9	20.8	17.3
Concordia C-St Paul				
Men	21.0	18.9	16.9	—
Women	—	—	16.9	14.6
Gustavus Adolphus C				
Men	30.5	24.6	19.6	—
Women	—	22.7	18.4	16.1
Hamline U				
Men	30.4	23.0	19.2	—
Women	—	22.7	19.3	—
Luther NW Theol Sem				
Men	25.3	22.6	20.8	—
Women	—	—	—	—
Macalester C				
Men	35.2	27.3	21.2	20.9
Women	33.8	27.7	21.2	17.5
Mankato State U				
Men	31.0	27.9	21.1	17.9
Women	31.0	26.0	20.7	15.2

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Dr Martin Luther C				
Men	12.5	—	—	—
Women	11.7	—	12.4	—
Metropolitan St U				
Men	—	25.2	—	—
Women	—	23.2	20.1	—
Minnesota Bible C				
Men	20.5	—	—	—
Women	—	—	—	—
Minneapolis C Art Design				
Men	23.2	21.7	19.1	—
Women	—	—	18.4	—
Moorhead State U				
Men	34.2	29.4	23.2	17.9
Women	33.0	29.4	22.9	17.6
Northwestern C				
Men	19.0	24.6	19.4	—
Women	—	—	19.2	—
NW C of Chiropractic				
Men	—	—	21.4	16.8
Women	—	—	—	15.7
St Cloud St U				
Men	36.2	30.0	24.2	18.1
Women	35.2	29.2	22.7	18.1
St John's U				
Men	34.0	28.1	23.4	18.3
Women	—	—	21.3	—
St Mary's C				
Men	27.4	22.7	19.5	—
Women	—	22.0	18.3	—
St Mary's Jr C				
Men	—	—	—	—
Women	—	—	19.6	14.5
St Olaf C				
Men	35.0	27.1	20.8	18.8
Women	34.6	25.9	20.4	18.2
St Paul Bible C				
Men	—	20.6	18.9	15.8
Women	—	—	—	16.6
SW State U				
Men	35.8	29.7	24.0	—
Women	—	30.5	23.2	—
United Theol Sem				
Men	22.3	—	—	—
Women	—	—	—	—
U of Minnesota				
Duluth				
Men	34.2	26.5	21.8	17.9
Women	29.0	20.6	19.7	16.1
Morris				
Men	34.4	25.8	20.6	17.7
Women	—	27.7	19.5	15.6
Tech C-Waseca				
Men	—	22.7	19.9	—
Women	—	—	18.4	—
Wm Mitchell C Law				
Men	43.7	38.8	32.5	—
Women	40.3	—	—	—
Winona State U				
Men	34.6	29.5	23.9	17.5
Women	33.8	27.3	23.1	15.9

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U				
Men	25.8	23.4	19.8	15.0
Women	26.4	21.9	19.9	14.7
Belhaven C				
Men	20.7	19.0	15.2	—
Women	—	—	15.9	—
Blue Mountain C				
Men	18.8	—	14.1	—
Women	—	14.8	13.8	—
Delta St U				
Men	26.9	24.5	17.7	17.8
Women	26.7	21.5	18.9	15.8
Jackson St U				
Men	28.5	25.8	21.6	19.6
Women	27.6	25.5	21.3	17.0
Millsaps C				
Men	27.7	23.9	18.2	—
Women	—	—	17.1	—
Mississippi St U				
Men	32.0	25.8	21.8	16.9
Women	29.3	23.8	20.7	13.9
Miss U for Women				
Men	26.3	21.1	19.2	16.3
Women	25.2	22.0	19.8	16.8
Miss Valley St U				
Men	24.3	21.1	17.6	15.1
Women	23.9	20.7	17.2	14.7
Reformed Theol Sem				
Men	24.4	20.9	19.1	—
Women	—	—	—	—
Rust C				
Men	—	17.3	15.4	14.1
Women	—	—	15.0	14.0
U of Miss				
Men	32.9	27.5	21.7	16.1
Women	26.9	25.9	18.6	15.7
U of S Mississippi				
Men	32.2	26.2	20.5	18.1
Women	30.2	25.5	21.5	16.3
Wesley C				
Men	—	—	—	—
Women	—	—	12.3	—
William Carey C				
Men	20.6	17.1	14.5	13.4
Women	22.6	15.6	14.2	13.5

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Assemblies God Grad Sch				
Men	24.2	18.9	—	—
Women	—	—	—	—
Avila C				
Men	26.8	24.6	19.0	18.4
Women	—	22.8	18.8	17.7
Calvary Bible C				
Men	—	14.2	13.2	12.2
Women	—	—	—	—
Cardinal Newman C				
Men	—	21.4	15.5	—
Women	—	—	—	—
Central Bible C				
Men	—	19.1	17.2	12.9
Women	—	18.3	17.0	—
Central Methodist C				
Men	23.1	18.8	17.2	—
Women	—	—	18.0	15.9
Christ Seminary-Seminex				
Men	22.4	—	—	—
Women	—	—	—	—
C Missouri St U				
Men	27.6	24.1	20.2	15.6
Women	27.4	24.0	19.6	15.3
Columbia C				
Men	21.9	17.7	17.1	—
Women	20.9	18.1	13.8	—

MISSOURI—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Concordia Sem				
Men	21.1	18.3	15.3	—
Women	—	—	—	—
Culver-Stockton C				
Men	26.5	20.6	18.6	—
Women	—	—	16.9	—
Drury C				
Men	25.5	21.0	17.4	—
Women	—	20.0	16.1	12.8
Eden Theol Sem				
Men	22.2	—	—	—
Women	—	—	—	—
Evangel C				
Men	24.0	20.1	17.5	14.0
Women	—	—	17.3	14.4
Fontbonne C				
Men	—	17.5	13.1	—
Women	19.6	16.6	11.0	12.8
Harris-Stowe St C				
Men	25.4	—	18.5	—
Women	—	23.8	21.4	—
Kansas City Art Inst				
Men	27.3	20.9	18.2	—
Women	—	—	17.0	—
Lincoln U				
Men	24.2	20.9	18.4	16.0
Women	23.2	20.9	16.9	15.0
Maryville C-St Louis				
Men	24.4	20.1	18.6	—
Women	26.3	20.8	16.4	—
Missouri S St C				
Men	28.6	24.5	20.9	18.0
Women	—	23.8	21.0	17.4
Missouri Valley C				
Men	19.8	18.4	16.9	—
Women	—	—	16.6	15.5
Missouri W St C				
Men	29.8	25.6	22.0	16.7
Women	—	25.9	20.0	16.7
Nazarene Theol Sem				
Men	25.6	24.6	—	—
Women	—	—	—	—
NE Missouri St U				
Men	30.6	26.9	22.0	17.5
Women	29.7	26.7	20.6	16.0
NW Missouri St U				
Men	29.9	25.2	20.6	19.2
Women	29.3	24.2	20.8	17.9
Park C				
Men	20.9	17.6	16.4	—
Women	—	—	16.0	—
Rockhurst C				
Men	30.2	25.3	22.5	19.1
Women	28.1	21.4	21.8	—
St Louis Christian C				
Men	16.1	—	—	—
Women	—	—	—	—
St Louis C of Phar				
Men	31.8	29.3	23.4	—
Women	—	—	22.0	15.4
St Louis CC				
Florissant Valley				
Men	33.2	28.5	23.0	16.9
Women	32.5	26.6	21.0	15.7
Forest Park				
Men	32.5	28.5	21.6	19.5
Women	32.8	28.5	22.8	17.0
Meramec				
Men	32.3	27.9	22.4	17.7
Women	32.4	28.0	20.3	18.1
St Louis U°				
Men	32.9	25.8	21.9	22.8
Women	31.7	24.7	21.5	18.4
St Paul's C°				
Men	—	12.6	11.3	9.0
Women	—	—	—	9.1
Sch of the Ozarks				
Men	25.7	22.5	17.6	—
Women	24.7	21.8	18.4	—
SE Missouri St U				
Men	29.7	24.2	20.1	16.1
Women	29.4	[illegible]	20.0	16.0
SW Baptist U				
Men	25.4	20.4	17.0	15.2
Women	—	—	16.8	14.3
SW Missouri St U				
Men	30.3	26.7	21.5	17.4
Women	27.5	23.8	20.2	16.8
Tarkio C				
Men	—	17.9	17.3	—
Women	—	—	15.7	—
U of Missouri				
Columbia				
Men	34.6	27.9	23.6	18.8
Women	32.4	25.9	22.0	18.4
Kansas City				
Men	34.4	28.3	22.4	14.6
Women	31.4	25.1	21.0	15.7
Rolla				
Men	36.4	27.8	24.3	—
Women	—	25.3	19.2	17.1
St Louis				
Men	37.2	29.9	23.4	19.6
Women	34.8	24.8	21.8	17.9
Washington U				
Men	41.7	32.5	26.1	—
Women	35.9	27.5	23.5	19.7
Webster C				
Men	26.3	22.8	18.5	16.9
Women	26.4	24.1	19.0	—
Westminster C				
Men	26.9	22.4	19.2	—
Women	—	—	—	15.9
William Jewell C				
Men	26.5	21.6	18.8	—
Women	22.3	20.1	18.5	16.8
William Woods C				
Men	—	20.9	17.9	12.1
Women	25.4	22.0	18.4	14.3

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C				
Men	26.8	20.7	18.2	—
Women	—	—	17.9	15.8
C of Great Falls				
Men	23.4	18.8	17.2	—
Women	—	—	—	—
Eastern Montana C				
Men	27.3	23.4	20.9	—
Women	29.8	24.5	17.9	8.8
Mont C Mineral Sci-Tech				
Men	35.7	28.9	25.2	17.2
Women	—	—	23.0	—
Montana St U				
Men	33.7	26.8	23.3	20.3
Women	33.7	26.8	21.9	18.6

MONTANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
N Montana C				
Men	28.1	25.0	22.4	19.6
Women	—	24.9	23.9	20.7
Rocky Mountain C				
Men	21.7	18.5	15.8	—
Women	—	—	—	—
U of Montana				
Men	31.1	25.0	21.6	—
Women	28.3	24.0	21.0	—
W Montana C				
Men	30.0	24.9	20.3	—
Women	—	—	20.0	—

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C				
Men	—	16.8	14.6	11.2
Women	—	—	13.8	—
Chadron St C				
Men	28.6	23.8	19.1	14.9
Women	—	—	—	16.2
C of St Mary				
Men	—	21.9	18.0	—
Women	—	19.5	18.4	16.9
Concordia Teachers C				
Men	23.1	20.4	18.0	—
Women	—	20.8	18.0	14.3
Creighton U				
Men	34.2	29.9	22.2	19.7
Women	—	25.6	19.3	16.0
Dana C				
Men	22.3	19.7	18.4	16.5
Women	—	—	—	—
Doane C				
Men	24.9	21.2	18.5	16.4
Women	—	—	17.2	14.8
Hastings C				
Men	25.6	21.4	18.6	15.1
Women	—	—	18.5	—
Kearney St C				
Men	26.1	21.8	19.4	15.9
Women	25.9	20.8	18.6	15.5
Midland Lutheran C				
Men	23.8	21.9	18.5	—
Women	—	21.2	19.0	15.7
Nebraska Wesleyan U				
Men	24.7	20.7	17.3	—
Women	22.5	20.4	17.5	—
Peru St C				
Men	28.1	22.6	19.9	16.1
Women	—	—	20.3	16.0
Union C				
Men	23.9	23.1	22.0	17.8
Women	—	24.0	22.6	19.1
U of Nebraska				
Lincoln				
Men	34.4	26.3	22.8	15.9
Women	32.0	24.8	20.4	14.5
Omaha				
Men	30.0	25.9	19.6	18.7
Women	28.7	23.9	19.4	16.8
Wayne St C				
Men	26.5	21.8	18.8	15.6
Women	—	23.6	16.7	15.2
York C				
Men	—	17.4	14.1	—
Women	—	—	—	—

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
U of Nevada				
Las Vegas				
Men	36.2	29.3	25.8	18.1
Women	35.0	29.3	24.5	23.5
Reno				
Men	37.1	29.6	23.8	—
Women	37.6	28.7	22.2	20.6

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Colby-Sawyer C				
Men	24.2	19.5	16.2	—
Women	—	21.4	15.7	13.8
Dartmouth C				
Men	41.7	29.8	24.0	19.2
Women	42.1	26.8	22.6	—
Franklin Pierce C				
Men	24.0	21.0	16.1	13.3
Women	—	—	16.6	—
Merrimack Valley C				
Men	—	20.6	16.1	—
Women	—	—	14.8	—
Nathaniel Hawthorne C				
Men	—	15.2	—	—
Women	—	—	13.3	9.5
New England C				
Men	25.0	20.4	18.6	—
Women	23.2	26.7	14.4	—
New Hampshire C				
Men	28.8	25.8	21.6	20.9
Women	—	22.9	19.4	—
NH Technical Inst				
Men	21.7	—	16.6	—
Women	25.8	17.5	15.4	15.1
NH Voc-Tech C				
Claremont				
Men	21.8	16.0	—	—
Women	—	16.8	15.0	12.8
Laconia				
Men	20.4	17.0	15.9	—
Women	—	—	—	—
Manchester				
Men	20.8	17.5	—	—
Women	—	14.6	—	—
Nashua°				
Men	21.5	19.8	—	—
Women	17.3	—	—	—
Portsmouth				
Men	—	17.8	15.2	—
Women	—	14.9	—	—
Notre Dame C				
Men	14.2	—	12.6	—
Women	—	—	11.8	—
Rivier C				
Men	—	23.4	18.8	—
Women	24.5	19.0	16.6	14.2
St Anselm C				
Men	28.3	23.7	20.8	16.8
Women	26.3	23.6	19.2	16.6
U of New Hampshire				
Men	32.9	25.6	21.7	17.4
Women	—	26.2	19.6	17.1
Keene St C				
Men	23.7	20.4	18.4	16.0
Women	23.1	19.5	17.6	17.4
Plymouth St C				
Men	28.9	24.7	20.7	18.7
Women	—	23.4	20.1	—

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic CC				
Men	27.9	24.4	22.6	15.2
Women	—	24.1	18.7	17.7
Bloomfield C				
Men	29.0	23.7	19.5	20.8
Women	—	21.8	21.3	19.2
Brookdale CC				
Men	34.0	27.3	23.5	16.0
Women	33.7	28.5	23.9	17.4
Burlington Co C				
Men	29.7	26.9	22.5	18.9
Women	28.6	21.7	21.2	16.5
Caldwell C				
Men	—	19.4	—	10.0
Women	18.3	18.4	11.7	10.3
Camden Co C				
Men	31.1	28.9	25.5	—
Women	—	27.9	22.2	—
Centenary C				
Men	25.8	22.1	16.9	—
Women	25.9	—	16.7	13.8
C of St Elizabeth				
Men	—	—	16.5	—
Women	23.7	21.6	16.7	—
County C of Morris				
Men	34.0	28.2	23.3	20.0
Women	32.2	28.0	22.7	19.7
Cumberland Co C				
Men	32.0	27.4	27.2	22.0
Women	—	—	21.9	21.8
Drew U				
Men	37.7	29.6	22.5	20.1
Women	33.2	26.4	21.0	19.7
Essex Co C				
Men	34.5	28.3	23.3	21.1
Women	32.2	27.9	23.9	16.3
Fairleigh Dickinson U				
Edward Williams C				
Men	—	29.8	23.2	—
Women	—	—	—	16.2
Rutherford				
Men	36.2	29.3	25.0	21.4
Women	36.7	28.6	25.3	18.3
Teaneck				
Men	40.8	31.0	24.6	—
Women	36.1	28.0	23.2	16.6
Felician C				
Men	—	17.8	—	—
Women	19.6	17.4	15.9	13.5
Georgian Court C				
Men	—	22.4	22.5	15.8
Women	27.7	—	19.5	16.4
Glassboro St C				
Men	37.8	30.5	25.3	20.8
Women	36.7	27.7	23.9	—
Gloucester Co C				
Men	27.4	27.3	24.9	22.4
Women	—	26.3	24.5	—
Jersey City St C				
Men	38.6	31.1	25.2	19.5
Women	38.6	30.4	24.8	18.2
Kean C of New Jersey				
Men	37.9	30.4	24.0	22.8
Women	36.9	30.1	23.8	19.6
Middlesex Co C				
Men	36.0	31.7	26.0	19.6
Women	36.5	26.7	24.8	18.7
Monmouth C				
Men	32.2	26.7	25.4	—
Women	29.2	25.4	20.8	16.4
Montclair St C				
Men	37.8	29.9	24.6	19.4
Women	36.3	29.6	23.9	19.9
NJ Inst Tech				
Men	44.1	34.1	28.5	—
Women	—	32.4	27.6	—
NE Bible C				
Men	—	17.4	15.1	—
Women	—	—	—	—
Ocean Co C				
Men	35.3	31.1	25.7	17.0
Women	—	28.4	21.4	17.5
Passaic Co CC				
Men	35.6	29.2	—	16.8
Women	—	—	20.9	16.6
Princeton Theol Sem				
Men	37.8	—	26.1	—
Women	—	—	26.1	—
Princeton U				
Men	46.9	30.6	23.3	20.1
Women	41.9	29.8	22.9	—
Ramapo C of NJ				
Men	35.2	29.4	25.7	—
Women	34.6	28.9	23.3	—
Rider C				
Men	34.2	27.8	22.9	—
Women	31.7	22.9	20.6	13.5
Rutgers U				
Newark				
Men	46.1	34.6	24.5	20.9
Women	46.1	32.3	25.2	19.2
New Brunswick				
Men	45.8	32.7	23.5	17.7
Women	43.4	31.7	23.3	18.1
St Peters C				
Men	29.6	23.8	19.2	18.0
Women	27.2	23.1	18.1	17.0
Salem CC				
Men	—	24.4	21.7	19.2
Women	—	—	21.8	18.6
Somerset Co C				
Men	32.5	26.2	21.5	17.7
Women	36.0	25.9	20.1	17.8
Stevens Inst Tech				
Men	40.4	31.2	26.2	18.0
Women	—	—	26.1	—
Stockton St C				
Men	35.1	28.1	21.8	18.8
Women	30.8	27.2	21.2	17.8
Trenton St C				
Men	38.2	31.1	24.9	20.1
Women	37.2	29.9	24.0	19.5
Union Co C				
Men	34.4	26.2	18.6	—
Women	31.8	25.0	19.1	—
U Med & Dent NJ				
Men	56.8	46.1	29.8	—
Women	—	—	30.3	—
Upsala C				
Men	31.9	26.8	19.7	15.9
Women	27.9	—	19.2	—
Westminster Choir C				
Men	27.8	23.1	17.2	13.0
Women	—	23.9	17.5	—

NEW JERSEY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
William Paterson C				
Men	37.4	30.1	23.5	19.2
Women	36.9	29.5	23.7	19.0

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
C of Santa Fe				
Men	—	18.6	16.5	—
Women	—	19.1	15.7	13.2
Eastern NM U				
Men	34.3	28.7	25.1	20.3
Women	33.4	27.7	22.9	18.5
Roswell				
Men	—	—	24.5	19.9
Women	—	—	—	20.6
New Mexico Highlands U				
Men	29.2	23.6	20.4	16.6
Women	—	22.0	18.7	15.0
NM Inst of Mining & Tech				
Men	35.8	27.3	24.5	—
Women	—	—	26.6	—
New Mexico Military Inst				
Men	27.3	23.9	20.5	18.8
Women	—	—	—	18.6
New Mexico St U				
Men	37.7	28.4	23.2	19.5
Women	33.4	27.7	20.8	18.5
Alamogordo				
Men	29.1	26.4	21.8	17.7
Women	—	25.1	—	—
Carlsbad				
Men	—	—	—	20.9
Women	—	26.2	—	—
Grants				
Men	—	—	—	18.8
Women	—	—	—	—
San Juan C				
Men	—	28.8	22.1	21.0
Women	—	—	—	19.3
U of New Mexico				
Men	36.5	27.9	23.7	—
Women	33.5	27.0	21.1	19.0
Western NM U				
Men	32.2	28.5	22.7	16.7
Women	—	29.1	19.5	16.6

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Academy of Aeronautics				
Men	20.7	17.5	15.1	14.0
Women	—	—	—	—
Adelphi U				
Men	37.7	29.0	24.0	20.8
Women	36.6	27.8	24.9	19.6
Albany C Pharmacy				
Men	34.8	26.5	22.8	—
Women	—	—	—	15.9
Albany Law School				
Men	44.6	33.0	—	—
Women	—	—	—	—
Alfred U				
Men	28.4	23.1	20.6	18.5
Women	—	—	20.5	19.0
Bard C				
Men	31.7	26.1	21.1	—
Women	28.3	—	20.9	—
Boricua C				
Men	—	19.2	17.0	13.6
Women	—	—	14.7	13.4
Brooklyn Law School				
Men	55.8	—	—	—
Women	48.6	—	35.8	24.3
Canisius C				
Men	32.1	27.1	22.3	18.1
Women	—	23.9	19.6	—
Cazenovia C				
Men	—	—	—	13.4
Women	—	—	15.6	12.3
City U of New York				
Borough Manhattan CC				
Men	41.5	33.8	28.9	21.1
Women	39.8	34.4	28.2	20.8
Bronx CC				
Men	41.9	34.7	29.6	—
Women	41.5	34.8	29.6	—
Brooklyn C				
Men	42.0	33.8	26.7	20.5
Women	40.9	33.6	26.5	21.2
City C				
Men	42.1	35.1	29.0	—
Women	41.6	34.1	26.6	22.7
C of Staten Island				
Men	42.1	35.6	29.5	—
Women	42.2	34.7	29.7	—
Hostos CC				
Men	41.1	35.0	28.0	17.9
Women	40.7	—	26.2	18.6
Hunter C				
Men	42.0	34.3	25.5	20.9
Women	41.8	33.2	25.1	20.7
John Jay C of Criminal Justice				
Men	39.7	33.1	26.7	23.5
Women	39.9	29.1	26.3	21.7
Kingsborough CC				
Men	42.7	34.9	28.8	—
Women	42.0	34.6	29.0	—
La Guardia CC				
Men	36.7	31.1	24.9	19.4
Women	34.6	29.2	24.0	19.4
Lehman C				
Men	41.9	34.7	27.2	21.5
Women	41.6	34.4	27.2	22.0
Medgar Evers C				
Men	41.6	31.1	24.2	19.6
Women	39.8	32.5	25.8	20.2
New York City Tech C				
Men	41.0	34.2	28.2	19.7
Women	40.6	34.7	27.3	17.8
Queens C				
Men	41.0	31.9	26.9	20.4
Women	40.2	33.2	25.8	18.9
Queensborough CC				
Men	40.9	34.2	27.0	19.7
Women	40.1	33.9	27.9	19.4
Clarkson C of Tech				
Men	41.4	31.3	25.0	23.7
Women	—	—	24.9	19.0
Clinton CC				
Men	23.8	21.5	20.0	—
Women	—	20.6	17.7	15.3
Colgate Roch Div Sch-Bexley-Crozier Theol Sem				
Men	25.1	—	—	—
Women	—	—	—	—

Continued on Following Page

FACT-FILE—Continued

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Colgate U				
Men	40.9	30.9	21.1	18.2
Women	—	27.5	20.7	17.6
C of Insurance				
Men	26.6	25.1	19.9	—
Women	—	—	—	—
C of Mt St Vincent				
Men	—	20.6	18.5	16.0
Women	27.5	21.7	18.9	15.3
C of New Rochelle				
Men	—	25.1	20.8	—
Women	30.4	25.1	20.5	16.6
C of St Rose				
Men	29.4	22.6	18.7	17.2
Women	28.3	22.3	18.3	15.5
Columbia-Greene CC				
Men	25.8	21.1	18.4	13.6
Women	—	13.7	13.8	15.3
Columbia U Main Div				
Men	41.7	33.0	26.2	—
Women	38.8	28.4	22.5	17.1
Barnard C				
Men	43.1	28.0	22.3	16.1
Women	40.5	27.3	22.1	14.0
CC of the Finger Lakes				
Men	24.8	21.4	18.5	14.8
Women	23.6	21.2	18.6	14.7
Concordia C				
Men	19.8	17.7	14.6	—
Women	—	—	13.3	—
Cooper Union				
Men	34.4	28.8	25.7	—
Women	—	—	—	—
Cornell U Endowed C's				
Men	44.3	31.2	25.2	23.5
Women	37.6	27.6	23.7	19.9
Statutory C				
Men	41.4	29.8	25.1	—
Women	33.9	28.2	24.3	—
Daemen C				
Men	25.1	20.2	18.3	—
Women	—	19.8	16.5	—
D'Youville C				
Men	24.8	19.8	16.0	—
Women	—	21.4	16.7	—
Dominican C of Blauvelt				
Men	—	22.7	20.2	—
Women	—	—	18.7	15.2
Dowling C				
Men	32.4	26.7	23.0	19.5
Women	33.0	19.0	—	16.8
Elizabeth Seton C				
Men	—	—	16.1	—
Women	—	22.1	16.8	14.4
Elmira C				
Men	28.0	23.5	19.4	17.1
Women	28.0	19.4	18.5	—
Erie CC				
City				
Men	31.5	27.7	25.0	18.5
Women	—	27.7	24.4	18.5
South				
Men	29.5	25.9	22.9	17.1
Women	—	—	—	17.0
Five Towns C				
Men	—	—	12.5	6.6
Women	—	—	—	7.4
Fordham U				
Men	43.9	32.1	25.3	22.4
Women	39.4	33.4	24.9	21.4
Genesee CC				
Men	23.5	20.1	16.9	—
Women	21.6	19.2	15.4	13.3
General Theol Sem				
Men	22.1	18.2	—	—
Women	—	—	—	—
Hamilton C				
Men	37.2	29.7	22.0	17.8
Women	—	27.2	19.4	—
Hartwick C				
Men	28.7	25.6	19.4	—
Women	29.0	22.8	17.9	—
Hobart-Wm Smith C's				
Men	34.6	27.5	21.4	17.9
Women	34.6	26.4	20.2	—
Hofstra U				
Men	36.9	29.6	25.3	22.5
Women	33.1	28.7	22.6	19.7
Houghton C				
Men	20.5	18.9	16.5	—
Women	21.8	—	16.5	—
Hilbert C				
Men	—	—	14.3	15.1
Women	—	—	—	13.8
Iona C				
Men	37.0	30.6	24.5	19.9
Women	32.3	29.9	25.0	19.7
Ithaca C				
Men	31.8	26.5	22.8	13.9
Women	30.0	25.9	20.2	14.9
Keuka C				
Men	17.7	13.9	13.2	—
Women	19.1	14.6	13.0	12.6
King's C				
Men	23.8	20.4	18.4	—
Women	—	—	18.1	—
Le Moyne C				
Men	31.1	24.7	20.3	18.2
Women	—	23.6	19.0	17.3
Long Island U				
C W Post Center*				
Men	33.2	27.3	22.1	18.3
Women	31.3	25.8	20.5	17.5
Southampton Center*				
Men	33.2	27.3	22.1	—
Women	31.3	25.8	20.5	—
Manhattan C				
Men	37.7	30.9	24.2	18.8
Women	—	29.4	22.0	18.3
Manhattanville C				
Men	30.6	27.8	19.4	17.6
Women	30.0	24.4	18.2	—
Maria C of Albany				
Men	—	—	—	—
Women	17.5	16.3	13.6	11.5
Marist C				
Men	30.8	25.8	22.6	—
Women	—	—	19.5	—
Maryknoll Sch of Theol				
Men	—	14.9	—	—
Women	18.8	—	—	—
Marymount C				
Men	25.9	21.9	20.0	9.3
Women	26.4	20.9	17.1	—
Marymount Manhattan C				
Men	—	25.5	22.0	—
Women	—	25.8	20.8	—
Mater Dei C				
Men	—	—	—	16.4
Women	—	17.1	15.2	12.3
Medaille C				
Men	—	18.7	16.9	15.8
Women	—	19.6	16.4	14.0
Mercy C				
Men	31.2	24.5	20.9	16.7
Women	33.3	27.6	21.7	16.3
Molloy C				
Men	—	17.7	14.3	—
Women	—	18.1	14.7	10.8
Mt St Mary C				
Men	28.1	20.2	17.9	—
Women	26.6	20.8	18.3	14.9
Nazareth C of Rochester				
Men	30.1	24.2	21.5	18.5
Women	30.2	24.9	20.4	17.5
New Sch for Soc Research				
Men	43.3	27.5	21.6	—
Women	—	27.4	22.1	—
NY C Podiatric Med				
Men	28.5	28.7	20.8	20.0
Women	—	—	23.2	—
NY Inst Tech, NYC				
Men	34.4	29.7	23.9	18.0
Women	—	29.0	20.3	18.4
New York Law School				
Men	50.5	40.9	32.9	—
Women	—	—	30.0	—
New York U				
Men	45.6	31.1	25.8	24.7
Women	38.5	30.0	25.7	21.3
Niagara U				
Men	29.3	23.5	20.1	—
Women	25.5	21.8	18.5	15.4
N Country CC				
Men	30.0	26.2	22.1	17.2
Women	—	—	22.1	16.7
Nyack C				
Men	21.5	18.9	18.0	17.3
Women	—	—	—	—
Pace U				
New York*				
Men	37.8	30.8	25.7	19.0
Women	34.5	30.2	25.4	19.8
Pleasantville-Briarcliff*				
Men	37.8	30.8	25.7	—
Women	34.5	30.2	[illegible]	19.8
White Plains*				
Men	37.8	30.8	25.7	—
Women	34.5	30.2	25.4	19.8
Paul Smith's C Arts & Sci				
Men	23.2	21.4	16.8	15.8
Women	—	—	15.9	13.7
Polytechnic Inst NY				
Men	39.3	30.3	25.2	21.4
Women	—	27.2	24.6	22.0
Pratt Institute				
Men	31.7	25.3	22.4	—
Women	28.1	22.0	18.6	—
Rabbi Isaac				
Elchanan Sem				
Men	—	20.1	26.7	—
Women	—	—	—	—
Rensselaer Poly Institute				
Men	43.6	32.2	26.4	—
Women	39.9	34.1	24.1	—
Roberts Wesleyan C				
Men	19.9	18.0	16.2	—
Women	—	17.4	15.5	13.9
Rochester Inst Tech				
Men	36.8	31.2	24.2	21.3
Women	30.8	27.4	24.8	20.3
Russell Sage C*				
Men	32.4	27.1	19.9	21.5
Women	33.6	23.8	19.7	16.9
JC of Albany*				
Men	32.4	27.1	19.9	21.5
Women	33.6	23.8	19.7	16.9
St Bonaventure U				
Men	29.0	23.1	19.6	16.4
Women	—	25.7	19.5	18.5
St Francis C				
Men	34.8	27.0	22.2	—
Women	—	—	20.5	—
St John Fisher C				
Men	30.8	25.4	21.7	18.8
Women	—	24.5	19.8	—
St John's U				
Men	39.7	29.0	21.4	20.4
Women	36.2	24.2	19.9	14.7
St Joseph's C*				
Men	—	—	16.7	—
Women	23.8	21.0	17.1	14.6
Suffolk*				
Men	—	—	16.7	—
Women	23.8	21.0	17.1	14.6
St Lawrence U				
Men	38.5	28.8	22.6	20.8
Women	35.2	27.7	21.8	18.7
St Thomas Aquinas C				
Men	—	23.9	20.5	17.2
Women	27.7	24.2	19.5	16.4
Schenectady Co CC				
Men	28.4	23.4	18.5	—
Women	26.1	22.4	16.9	14.0
Skidmore C				
Men	36.4	26.2	21.0	—
Women	33.7	26.0	21.4	17.3
Siena C				
Men	31.7	24.3	20.4	—
Women	—	—	19.6	—
State U of New York				
Albany				
Men	45.2	32.6	25.3	—
Women	41.1	31.3	23.1	—
Binghamton				
Men	43.5	31.4	23.9	—
Women	39.1	29.1	22.8	—
Buffalo				
Men	46.0	31.3	23.5	—
Women	40.0	29.4	22.2	—
Stony Brook				
Men	46.0	33.0	24.0	—
Women	41.9	29.5	21.9	18.2
Empire St C				
Men	32.0	27.2	22.2	18.7
Women	33.5	26.1	20.9	19.1
C at Brockport				
Men	37.0	29.3	24.8	20.3
Women	33.6	29.2	23.2	16.1
State U of New York—Continued				
C at Buffalo				
Men	34.7	27.4	23.1	18.6
Women	34.9	26.6	21.4	17.8
C at Cortland				
Men	34.2	27.2	21.2	15.8
Women	33.2	26.1	20.5	16.0
C at Fredonia				
Men	35.3	28.1	22.6	20.0
Women	23.4	25.8	21.9	16.6
C at Geneseo				
Men	36.7	29.1	21.9	17.5
Women	35.1	29.7	20.6	18.3
C at New Paltz				
Men	34.0	29.1	24.2	—
Women	33.9	26.4	23.1	18.7
C at Old Westbury				
Men	38.9	29.4	22.3	20.7
Women	—	28.9	22.2	19.1
C at Oneonta				
Men	34.9	27.7	22.6	—
Women	33.9	27.4	22.3	—
C at Oswego				
Men	35.5	27.3	21.6	19.0
Women	33.7	28.0	21.4	17.3
C at Plattsburgh				
Men	34.5	28.5	22.7	—
Women	36.5	27.5	21.3	15.7
C at Potsdam				
Men	34.6	27.7	21.9	18.4
Women	30.5	27.6	22.9	16.2
C at Purchase				
Men	37.0	27.6	20.5	19.8
Women	34.2	24.8	19.8	—
Downstate Medical Ctr				
Men	49.4	42.2	35.6	28.6
Women	—	35.4	30.1	25.3
Upstate Medical Ctr				
Men	51.3	37.8	26.6	18.4
Women	—	33.2	24.5	17.7
C of Optometry at NYC				
Men	42.7	32.3	21.8	—
Women	—	—	23.9	—
A & T C at Alfred				
Men	31.6	27.3	20.2	17.8
Women	—	25.5	21.3	15.7
A & T C at Canton				
Men	29.0	24.1	21.4	19.3
Women	27.9	22.1	19.2	17.7
A & T C at Cobleskill				
Men	29.5	24.3	21.1	19.9
Women	28.8	22.6	19.9	17.7
A & T C at Delhi				
Men	29.6	24.1	20.5	15.7
Women	—	21.9	19.0	17.6
A & T C at Farmingdale				
Men	32.8	26.0	21.3	18.3
Women	30.8	23.9	19.8	17.2
A & T C at Morrisville				
Men	31.2	25.9	21.5	19.1
Women	29.3	23.6	19.1	17.6
C Environmental Science &Forestry				
Men	35.5	28.0	23.3	—
Women	—	—	—	—
Maritime C				
Men	36.6	25.1	21.9	—
Women	—	—	—	—
C of Tech Utica-Rome				
Men	32.4	26.0	22.0	19.5
Women	—	—	19.9	—
Fashion Inst Tech				
Men	43.5	36.5	27.9	22.6
Women	44.6	38.3	29.5	22.6
Adirondack CC				
Men	24.9	22.9	16.2	13.2
Women	29.0	22.8	15.7	12.3
Broome CC				
Men	27.5	22.9	19.2	16.9
Women	25.3	21.6	17.5	16.0
Cayuga Co CC				
Men	27.3	24.3	18.0	15.4
Women	—	21.5	18.2	16.0
Corning CC				
Men	31.1	25.5	19.7	—
Women	29.8	23.1	19.1	15.7
Dutchess CC				
Men	36.0	30.0	23.9	16.8
Women	32.8	27.6	22.0	16.2
Erie CC North Campus				
Men	30.0	27.1	22.6	21.2
Women	30.0	25.9	22.5	20.7
Fulton-Montgomery CC				
Men	29.5	25.7	21.8	—
Women	—	25.7	16.4	18.0
Hudson Valley CC				
Men	29.7	25.7	22.1	16.8
Women	27.6	25.2	19.5	15.6
Jamestown CC				
Men	30.5	24.9	21.6	16.5
Women	28.7	24.2	20.1	15.8
Jefferson CC				
Men	33.7	28.2	22.0	16.1
Women	—	26.1	19.0	16.6
Mohawk Valley CC				
Men	29.5	24.8	22.1	18.7
Women	28.5	24.2	20.1	17.1
Monroe CC				
Men	33.7	28.0	23.9	18.4
Women	33.1	27.8	21.7	18.0
Nassau CC				
Men	41.0	33.9	27.2	22.4
Women	40.5	32.9	26.5	21.7
Niagara Co CC				
Men	32.0	27.3	21.9	17.7
Women	30.4	25.0	21.5	17.4
Onondaga CC				
Men	32.2	27.5	23.2	20.9
Women	32.4	26.9	21.4	18.2
Orange Co CC				
Men	35.6	31.0	25.1	19.2
Women	34.4	32.4	23.9	15.1
Rockland CC				
Men	30.7	25.9	22.4	16.8
Women	29.2	24.2	20.1	16.0
Suffolk Co CC				
Selden				
Men	37.0	28.8	22.9	19.8
Women	34.5	26.8	23.5	18.5
Western				
Men	33.5	25.0	21.4	21.2
Women	33.1	28.2	22.3	18.0
Sullivan Co CC				
Men	29.7	27.0	19.1	—
Women	27.9	28.5	15.4	17.3
State U of New York—Continued				
Tompkins Cortland CC				
Men	26.6	20.7	17.4	15.5
Women	22.5	18.6	16.0	14.8
Ulster Co CC				
Men	30.3	26.5	22.6	18.2
Women	29.7	24.7	23.6	18.7
Westchester CC				
Men	43.6	37.7	32.3	—
Women	42.9	34.2	31.7	20.0
Syracuse U				
Men	38.1	28.8	22.0	17.4
Women	32.7	25.9	21.1	16.6
Utica C				
Men	28.0	23.0	18.9	—
Women	—	21.7	18.0	—
Touro C				
Men	—	33.8	23.1	16.0
Women	—	24.9	22.2	15.6
Trocaire C				
Men	—	—	18.3	—
Women	—	—	17.0	14.2
Union C				
Men	37.3	28.6	21.6	18.8
Women	—	25.8	20.3	—
Union Theol Sem				
Men	21.1	16.2	14.6	—
Women	20.3	—	—	—
US Merchant Marine Acad				
Men	39.3	30.9	24.3	—
Women	—	—	22.0	—
US Military Academy				
Men	35.0	28.2	23.4	—
Women	—	—	—	—
U of Rochester				
Men	45.3	34.9	26.8	23.0
Women	37.2	29.3	22.1	19.8
Vassar C				
Men	39.0	28.2	22.0	19.9
Women	37.1	27.9	21.6	18.5
Villa Maria C of Buffalo				
Men	—	—	—	13.3
Women	—	19.8	—	12.5
Wadhams Hall Sem-C				
Men	—	—	—	—
Women	—	—	—	—
Wagner C				
Men	35.0	25.3	19.7	17.4
Women	35.0	28.8	19.7	16.3
Webb Inst of Naval Arch				
Men	32.3	—	—	—
Women	—	—	—	—
Wells C*				
Men	25.9	20.4	17.8	—
Women	25.3	21.1	18.2	13.7
Yeshiva U				
Men	35.1	28.4	23.1	18.6
Women	32.7	26.1	22.4	18.6

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Appalachian St U				
Men	30.3	24.8	21.9	18.3
Women	26.9	22.8	20.9	17.5
Atlantic Christian C				
Men	23.4	19.5	16.9	—
Women	—	18.6	17.2	14.8
Barber-Scotia C				
Men	—	—	15.2	14.1
Women	—	—	14.7	13.8
Belmont Abbey C				
Men	—	18.4	16.2	—
Women	—	—	15.7	—
Bennett C				
Men	22.6	18.4	16.0	14.4
Women	19.9	16.9	15.7	14.3
Catawba C				
Men	22.8	18.1	15.7	14.4
Women	21.4	—	16.9	—
C of the Albemarle				
Men	19.7	18.3	15.0	12.7
Women	—	17.4	14.6	12.9
Davidson C				
Men	35.5	28.3	21.8	18.1
Women	—	—	—	—
East Carolina U				
Men	30.5	25.9	20.7	19.7
Women	29.6	24.5	20.6	17.4
Elizabeth City St U				
Men	28.9	24.0	22.3	20.3
Women	30.2	22.7	21.5	—
Elon C				
Men	24.8	21.5	19.1	15.9
Women	—	20.2	17.9	16.4
Fayetteville St U				
Men	31.5	26.1	20.9	19.1
Women	27.6	26.4	22.0	—
Gardner-Webb C				
Men	21.8	18.0	19.2	15.2
Women	20.4	20.9	17.2	14.0
Greensboro C				
Men	22.4	20.1	17.3	—
Women	—	—	17.8	15.8
Guilford C				
Men	29.2	23.2	18.8	—
Women	25.1	21.6	18.1	—
High Point C				
Men	23.2	19.5	17.5	14.6
Women	—	—	16.4	13.9
Johnson C Smith U				
Men	22.3	20.0	18.1	16.1
Women	—	20.6	17.0	14.3
Lenoir-Rhyne C				
Men	22.8	19.2	16.4	—
Women	22.3	18.6	16.5	14.5
Livingstone C				
Men	—	17.7	14.3	13.4
Women	—	16.8	14.3	12.4
Louisburg C				
Men	19.8	17.2	—	—
Women	18.8	—	—	14.0
Mars Hill C				
Men	24.4	21.6	19.3	—
Women	22.4	20.4	18.1	15.8
Meredith C				
Men	25.9	21.5	18.1	16.7
Women	25.9	21.3	17.5	16.4
Methodist C				
Men	19.0	17.1	16.2	—
Women	—	16.6	15.0	12.5
Mount Olive C				
Men	18.0	—	—	—
Women	18.8	—	—	—
NC A & T St U				
Men	30.4	26.4	22.2	19.3
Women	30.2	26.6	21.8	17.5
NC Central U				
Men	31.0	28.1	21.6	18.7
Women	30.3	25.0	21.7	19.8
NC St U Raleigh				
Men	38.1	28.5	25.1	20.5
Women	33.5	26.7	24.0	20.1
NC Wesleyan C				
Men	22.5	19.3	16.7	—
Women	—	—	15.2	—
Pembroke State U				
Men	30.5	26.0	21.4	18.0
Women	—	25.9	21.9	—
Pfeiffer C				
Men	19.8	16.2	17.4	—
Women	19.6	16.0	14.6	—
Queens C				
Men	23.4	21.0	18.5	—
Women	22.7	21.5	15.8	12.8
Roanoke Bible C				
Men	13.1	11.2	—	—
Women	—	—	—	—
Sacred Heart C				
Men	—	—	15.7	—
Women	16.0	—	14.1	—
St Andrews Presb C				
Men	25.5	22.4	20.3	16.1
Women	—	21.0	19.2	15.3
St Augustines C				
Men	19.0	20.0	16.1	12.0
Women	—	15.2	14.7	12.6
St Mary's C				
Men	—	—	16.4	13.5
Women	—	20.4	16.0	13.3
Salem C				
Men	25.2	21.0	19.0	—
Women	24.8	20.4	18.3	—
Shaw U				
Men	21.1	19.9	17.8	12.5
Women	—	17.6	15.4	13.9
SE Baptist Theol Sem				
Men	25.4	19.2	—	—
Women	—	—	—	—
U of North Carolina				
Asheville				
Men	30.2	24.6	21.7	—
Women	—	—	21.1	—
Chapel Hill				
Men	43.0	31.6	24.5	23.8
Women	36.4	27.6	22.5	19.7
Charlotte				
Men	33.5	29.4	21.8	—
Women	31.3	24.1	20.4	17.1
Greensboro				
Men	36.6	27.2	21.9	18.7
Women	36.8	27.8	22.2	17.7
Wake Forest U				
Men	36.0	29.5	22.7	15.7
Women	40.6	26.5	21.8	15.7
W Carolina U				
Men	31.3	25.4	21.2	16.9
Women	29.5	24.8	21.1	17.6
Wilmington				
Men	30.0	24.8	20.0	—
Women	—	25.2	21.7	17.8
Wingate C				
Men	25.7	20.5	18.5	17.8
Women	—	—	17.7	—
Winston-Salem St U				
Men	29.0	25.2	21.2	17.2
Women	28.3	23.3	20.4	16.4

NORTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Dickinson St C				
Men	27.3	25.3	22.0	—
Women	—	24.3	—	19.4
Jamestown C				
Men	27.3	26.6	21.0	18.6
Women	—	—	18.1	15.5
Mayville State C				
Men	30.3	26.0	21.0	—
Women	—	—	20.0	—
Minot State C				
Men	29.7	25.0	22.9	21.3
Women	30.6	25.1	21.9	19.0
North Dakota St U				
Men	33.2	27.5	23.3	17.4
Women	31.2	27.2	21.9	18.3
Northwest Bible C				
Men	—	—	—	11.3
Women	—	—	—	—
U of North Dakota				
Men	33.8	28.0	24.5	22.1
Women	28.7	25.6	21.0	18.2
Williston Branch				
Men	—	—	—	20.2
Women	—	—	—	19.5
Valley City St C				
Men	30.1	26.4	24.5	—
Women	—	24.4	21.3	20.4

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Air Force Inst Tech				
Men	39.3	25.5	28.9	24.1
Women	—	—	—	—
Antioch U				
Men	27.1	19.4	15.7	—
Women	23.3	20.4	15.7	—
Ashland C				
Men	27.0	24.9	18.4	16.5
Women	25.4	22.9	14.8	—
Baldwin-Wallace C				
Men	30.0	24.3	19.7	—
Women	26.8	22.5	18.7	—
Belmont Tech C				
Men	—	—	20.2	18.5
Women	—	—	—	16.8
Bluffton C				
Men	21.1	17.4	15.3	—
Women	—	—	15.4	—
Bowling Green St U				
Men	37.1	28.5	22.8	17.9
Women	34.9	27.1	21.0	18.1
Firelands				
Men	—	26.9	20.0	17.2
Women	—	—	—	17.1
Capital U				
Men	28.0	20.4	19.0	14.5
Women	24.8	18.0	16.5	—
Case Western Reserve U				
Men	40.8	30.7	23.9	20.6
Women	34.0	28.9	23.8	19.5
Cedarville C				
Men	25.3	21.6	19.6	—
Women	—	20.6	18.2	14.2
Cincinnati Bible Sem				
Men	23.0	19.4	—	15.3
Women	—	—	—	—

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Circleville Bible C				
Men	9.0	—	10.9	—
Women	11.7	—	—	—
Cleveland St U				
Men	41.7	32.8	25.9	20.1
Women	41.6	27.5	22.2	19.9
C Mt St Joe-on-the-Ohio				
Men	21.9	20.8	17.5	—
Women	22.8	20.8	16.8	14.7
C of Wooster				
Men	29.8	24.3	20.0	17.1
Women	28.6	22.9	18.9	15.9
Columbus C				
Art and Design				
Men	23.9	19.9	17.5	14.6
Women	—	—	—	14.5
Defiance C				
Men	21.1	18.8	17.5	16.1
Women	—	18.0	17.3	—
Denison U				
Men	31.6	26.0	20.8	17.7
Women	31.1	25.5	19.5	17.5
Dyke C				
Men	—	—	15.9	14.5
Women	—	—	16.1	12.6
Edison St CC				
Men	—	20.9	20.4	19.6
Women	—	—	19.5	17.5
Findlay C				
Men	25.8	21.7	19.9	16.6
Women	—	20.3	16.9	15.2
Hebrew Union C				
Men	37.0	—	—	—
Women	—	—	—	—
Heidelberg C				
Men	24.8	19.1	17.3	15.6
Women	—	18.2	17.6	—
Hiram C				
Men	27.8	22.7	19.3	—
Women	—	20.7	17.2	14.3
Jefferson Tech C*				
Men	—	23.1	19.0	18.9
Women	—	22.2	17.3	17.1
John Carroll U				
Men	30.4	25.7	21.0	19.8
Women	27.8	24.0	19.4	—
Kent St U				
Men	35.4	27.1	22.6	18.4
Women	32.7	25.5	20.7	17.0
Ashtabula				
Men	—	24.8	21.8	—
Women	—	—	21.0	16.5
E Liverpool				
Men	—	—	20.3	—
Women	—	—	18.0	—
Salem				
Men	—	26.1	22.7	—
Women	—	—	—	—
Stark Co				
Men	—	26.0	23.5	21.9
Women	—	24.9	21.9	—
Trumbull				
Men	—	25.5	21.3	18.5
Women	—	24.1	20.2	—
Tuscaraws				
Men	—	24.8	21.4	—
Women	—	—	21.8	17.3
Kenyon C				
Men	38.1	28.5	23.1	16.9
Women	—	26.3	19.9	—
Kettering C Medical Arts				
Men	—	22.4	17.6	16.7
Women	—	—	17.0	15.6
Lima Tech C				
Men	—	26.6	23.0	20.3
Women	—	—	22.8	18.3
Lorain Co CC				
Men	31.8	30.4	23.8	18.8
Women	—	30.3	23.9	19.4
Malone C				
Men	21.2	17.4	14.3	—
Women	—	16.3	—	11.4
Marietta C				
Men	26.6	22.6	20.5	19.4
Women	—	19.4	18.7	14.9
Medical C Ohio-Toledo				
Men	—	—	—	—
Women	—	25.1	21.9	18.3
Methodist Theol Sch Ohio				
Men	23.6	—	—	—
Women	—	—	—	—
Miami U				
Hamilton				
Men	29.9	26.0	19.9	18.1
Women	—	23.0	19.7	20.5
Middletown				
Men	—	25.1	22.0	23.6
Women	—	—	20.1	20.9
Oxford				
Men	36.2	37.2	32.4	20.4
Women	34.5	26.6	20.9	18.0
Michael J Owens Tech C				
Men	25.3	21.8	19.7	18.1
Women	—	23.8	19.7	16.7
Mt Union C				
Men	28.6	23.3	19.7	16.7
Women	—	22.6	19.0	—
Mt Vernon Nazarene C				
Men	22.3	19.1	17.2	15.0
Women	—	—	16.9	14.6
Muskingum Area Tech C				
Men	—	21.3	19.9	18.5
Women	—	—	19.5	—
Muskingum C				
Men	30.1	23.7	20.4	17.1
Women	—	23.6	18.5	14.0
Notre Dame C				
Men	—	—	14.3	11.0
Women	—	14.8	—	11.7
Oberlin C				
Men	37.0	27.3	20.9	17.6
Women	35.2	27.8	20.9	—
Ohio C				
Podiatric Medicine				
Men	—	28.8	24.3	—
Women	—	—	—	—
Ohio Dominican C				
Men	—	19.6	16.8	—
Women	22.0	18.8	16.2	13.9
Ohio Northern U				
Men	29.9	24.8	21.1	19.0
Women	26.6	24.0	21.2	16.6
Ohio St U				
Men	41.3	31.7	27.1	24.4
Woman	37.6	29.7	24.5	16.8

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Ohio St U—Continued				
Ag Tech Inst				
Men	—	24.4	19.9	—
Women	—	—	18.6	—
Lima				
Men	—	27.7	23.6	—
Women	—	—	21.9	—
Mansfield				
Men	—	28.5	22.1	—
Women	—	—	23.9	—
Marion				
Men	—	26.2	21.5	—
Women	—	27.7	20.4	—
Newark				
Men	—	26.0	22.5	—
Women	—	28.3	23.7	—
Ohio U				
Men	34.4	26.4	22.6	18.8
Women	30.2	26.0	22.5	17.3
Belmont Co				
Men	—	26.4	22.9	—
Women	—	—	—	—
Chillicothe				
Men	—	25.3	21.1	—
Women	—	—	—	—
Lancaster				
Men	—	24.7	20.1	17.3
Women	—	—	20.1	—
Zanesville				
Men	—	23.3	19.6	—
Women	—	23.2	19.3	—
Ohio Wesleyan U				
Men	31.5	24.2	20.5	17.6
Women	29.7	23.4	20.4	—
Otterbein C				
Men	27.3	20.5	17.9	14.0
Women	26.9	21.6	16.9	16.6
Pontifical C Josephinum				
Men	10.2	11.6	8.9	—
Women	—	—	—	—
Rio Grande C				
Men	—	21.6	18.7	15.9
Women	—	—	18.9	16.3
Shawnee St CC				
Men	—	22.6	20.5	17.4
Women	—	23.6	19.9	16.0
Sinclair CC				
Men	25.0	20.1	17.1	14.8
Women	23.9	19.8	17.0	13.6
Southern St CC				
Men	—	20.5	17.4	15.2
Women	—	—	16.8	14.7
Stark Tech C				
Men	—	29.3	22.7	17.9
Women	—	—	18.8	17.1
Trinity Lutheran Sem				
Men	23.3	22.2	20.4	—
Women	—	—	—	—
United Theol Sem				
Men	23.1	21.8	—	—
Women	—	—	—	—
U of Akron				
Men	37.2	27.9	24.3	19.5
Women	32.8	27.0	22.7	19.3
Wayne General Tech C				
Men	—	24.4	—	17.1
Women	—	—	17.8	—
U of Cincinnati				
Men	38.0	28.3	25.3	17.7
Women	33.3	32.8	24.8	17.5
Clermont General Tech C				
Men	—	—	22.6	—
Women	—	—	22.4	—
U of Dayton				
Men	32.0	29.0	21.6	17.3
Women	28.0	25.5	20.4	13.8
U of Steubenville				
Men	24.8	19.9	16.7	—
Women	—	19.2	17.5	—
U of Toledo				
Men	35.3	28.7	23.9	20.2
Women	30.0	25.7	21.8	18.6
Urbana C				
Men	19.5	18.0	15.7	—
Women	—	—	—	13.3
Ursuline C				
Men	—	—	—	—
Women	21.5	18.1	15.8	16.9
Walsh C				
Men	22.6	19.2	—	—
Women	—	—	17.4	17.4
Wilberforce U				
Men	24.0	19.1	15.8	13.7
Women	—	22.6	15.5	14.9
Wilmington C				
Men	22.5	19.9	16.6	—
Women	—	—	15.7	—
Wittenberg U				
Men	32.3	26.7	21.5	18.4
Women	—	26.3	22.1	17.2
Wright St U				
Men	35.2	26.5	21.5	16.9
Women	28.0	22.9	20.5	17.1
Western Ohio				
Men	—	—	19.2	16.7
Women	—	—	—	—
Xavier U				
Men	31.6	26.9	21.5	18.7
Women	27.1	19.7	20.4	18.8
Youngstown St U				
Men	34.0	28.8	23.3	18.4
Women	32.9	27.3	22.3	17.3

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C				
Men	—	19.8	17.5	—
Women	—	—	17.2	13.8
Bethany Nazarene C				
Men	24.3	21.2	19.7	—
Women	23.5	20.4	18.7	16.7
Cameron U				
Men	31.7	27.6	25.0	21.3
Women	29.6	27.4	23.5	18.6
Central State U				
Men	35.1	32.2	28.7	22.8
Women	36.0	31.9	28.8	23.0
E Central				
Oklahoma St U				
Men	32.6	29.7	26.8	22.7
Women	32.2	—	26.3	21.6
Langston U				
Men	34.4	—	27.8	22.7
Women	27.8	26.8	19.2	23.3
Midwest Christian C				
Men	15.3	—	—	—
Women	—	—	—	—

OKLAHOMA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
NE Oklahoma St U				
Men	32.0	27.4	24.0	20.8
Women	29.0	25.7	22.0	21.5
NW Oklahoma St U				
Men	33.1	30.9	26.0	19.3
Women	—	—	26.0	21.4
Oklahoma Baptist U				
Men	26.3	22.0	18.6	16.0
Women	—	22.2	18.1	16.6
Oklahoma Christian C				
Men	27.4	25.1	20.5	15.9
Women	—	—	—	17.0
Oklahoma City U				
Men	27.4	24.0	21.5	—
Women	23.9	19.1	17.1	14.0
Okla Panhandle St U				
Men	29.1	26.9	19.4	22.7
Women	—	26.4	23.6	21.1
Okla St U				
Men	37.1	26.8	23.8	19.9
Women	36.8	26.9	23.8	17.4
Tech Inst				
Men	—	27.7	23.6	21.4
Women	—	—	21.9	18.7
Phillips U				
Men	24.9	21.5	19.8	—
Women	—	20.5	18.3	—
SE Oklahoma St U				
Men	31.8	27.7	24.6	19.9
Women	28.8	26.6	21.5	19.7
SW Oklahoma St U				
Men	36.8	31.8	29.8	23.4
Women	33.4	32.4	27.9	22.7
U of Okla Norman				
Men	38.9	30.5	23.4	18.8
Women	35.7	28.8	21.5	14.6
U of Sci & Arts of Okla				
Men	32.5	30.6	26.9	22.5
Women	—	28.7	26.7	21.7
U of Tulsa				
Men	35.1	[illegible]	22.1	—
Women	30.1	[illegible]	21.0	18.4

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Central Oregon CC				
Men	27.3	24.4	22.3	19.5
Women	—	23.3	21.6	18.7
Columbia Christian C				
Men	—	17.0	17.0	—
Women	—	—	—	—
Concordia C				
Men	17.6	—	12.3	—
Women	—	—	13.5	—
Eastern Oregon St C				
Men	28.9	23.7	20.5	—
Women	29.5	22.8	18.5	16.3
George Fox C				
Men	23.4	19.8	16.7	—
Women	—	—	—	—
Judson Baptist C				
Men	—	—	18.7	11.9
Women	—	—	—	—
Lewis and Clark C				
Men	37.8	26.3	22.0	—
Women	32.6	27.0	19.5	—
Linfield C				
Men	26.3	22.1	18.4	—
Women	—	21.9	17.8	—
Multnomah Sch of Bible				
Men	19.1	17.8	16.1	—
Women	—	—	—	—
NW Christian C				
Men	13.3	14.6	—	—
Women	—	—	—	—
Oregon Graduate Center				
Men	43.6	30.5	25.3	15.5
Women	—	—	—	—
Oregon Inst of Tech				
Men	29.8	26.8	23.2	18.3
Women	29.8	27.2	20.5	17.8
Oregon State U				
Men	34.3	26.9	23.7	16.4
Women	30.2	25.5	22.8	15.3
Pacific U				
Men	28.1	25.3	18.4	—
Women	—	19.9	17.9	—
Portland St U				
Men	31.5	25.3	22.3	18.5
Women	27.6	24.8	19.9	17.0
Reed C				
Men	35.2	26.5	21.6	—
Women	35.5	25.5	21.3	—
S Oregon St C				
Men	27.9	23.8	19.7	—
Women	27.8	22.4	19.2	16.2
SW Oregon CC				
Men	29.0	24.0	20.2	—
Women	—	23.6	19.0	—
U of Oregon				
Men	33.5	25.2	21.2	18.3
Women	30.4	24.2	21.0	16.0
U of Portland				
Men	28.6	24.4	20.4	—
Women	—	23.0	19.2	—
Warner Pacific C				
Men	23.3	19.3	16.4	—
Women	—	19.2	16.7	14.3
Western Baptist C				
Men	16.2	14.6	—	—
Women	—	—	—	—
W Conservative Baptist Sem				
Men	24.9	20.9	—	—
Women	—	—	—	—
W Evangelical Sem*				
Men	12.0	—	—	—
Women	—	—	—	—
W Oregon St C				
Men	27.7	23.3	21.8	—
Women	25.4	22.1	19.1	—
W States Chiropractic C				
Men	—	21.3	17.9	17.1
Women	—	—	17.0	—
Willamette U				
Men	32.8	25.8	20.8	—
Women	30.9	23.7	19.7	14.0

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Albright C				
Men	32.0	26.6	22.1	—
Women	33.7	25.8	22.1	19.4
Allegheny C				
Men	32.1	24.3	19.3	14.6
Women	—	24.5	18.1	15.3
Alvernia C				
Men	—	—	11.3	—
Women	—	—	—	14.6

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Beaver C				
Men	30.6	23.6	18.8	—
Women	—	21.5	17.7	15.2
Bloomsburg State C				
Men	35.6	29.2	22.8	17.0
Women	44.0	28.4	21.5	17.6
Bryn Mawr C				
Men	37.2	26.5	22.5	—
Women	34.9	28.6	22.9	—
Bucknell U*				
Men	38.9	30.2	23.1	—
Women	—	27.4	21.1	22.8
Bucks Co CC				
Men	28.8	26.3	18.8	—
Women	29.2	22.8	17.2	—
Butler Co CC				
Men	30.6	28.0	23.5	—
Women	26.7	24.8	20.9	18.4
Cabrini C				
Men	27.4	30.9	20.0	—
Women	—	19.6	20.6	—
California St C				
Men	35.5	29.3	24.1	—
Women	34.6	29.2	23.6	20.1
Carlow C				
Men	30.1	21.9	15.6	13.8
Women	26.4	21.8	18.0	14.8
Carnegie-Mellon U				
Men	46.6	30.7	26.9	23.3
Women	33.5	28.6	23.4	—
Cedar Crest C*				
Men	26.4	19.1	17.5	—
Women	28.1	19.9	16.9	16.9
Chestnut Hill C				
Men	—	23.9	14.7	—
Women	—	—	16.0	13.8
Cheyney St C				
Men	35.9	27.4	21.9	19.7
Women	35.9	28.5	24.4	19.8
Clarion St C				
Men	33.5	29.4	23.3	18.8
Women	35.7	28.7	22.9	19.1
Venango				
Men	—	29.6	24.1	—
Women	—	—	23.0	—
C Misericordia				
Men	—	18.8	17.5	—
Women	—	22.4	17.4	14.5
CC of Allegheny Co				
North				
Men	20.8	20.9	18.9	—
Women	—	19.9	18.2	—
South				
Men	26.8	26.2	20.1	—
Women	25.4	23.3	20.9	—
CC of Beaver Co				
Men	—	23.8	21.1	19.6
Women	—	24.5	21.5	17.6
CC of Philadelphia				
Men	35.6	32.4	25.4	26.0
Women	32.7	30.5	25.6	19.2
Delaware Co CC				
Men	28.9	23.6	—	—
Women	27.5	24.4	21.5	—
Delaware Law Sch				
Men	38.8	37.9	31.2	—
Women	—	—	—	—
Del Valley C Sci & Agr				
Men	27.6	23.5	21.0	18.0
Women	—	—	18.8	—
Dickinson C				
Men	34.1	26.7	20.6	18.3
Women	—	25.7	20.1	18.6
Dickinson School of Law				
Men	43.0	—	31.3	—
Women	—	—	—	—
Drexel U				
Men	40.7	29.6	24.2	20.1
Women	31.3	25.8	22.2	17.2
Dropsie U				
Men	—	19.6	—	—
Women	—	—	—	—
Duquesne U				
Men	31.7	25.1	20.4	18.8
Women	27.3	21.6	17.9	16.6
Eastern C				
Men	25.8	22.1	18.9	—
Women	25.0	—	16.0	—
E Baptist Theol Sem				
Men	26.6	—	—	—
Women	—	—	—	—
East Stroudsburg St C				
Men	35.2	28.6	22.9	—
Women	35.3	27.9	23.4	—
Edinboro State C				
Men	[illegible]	29.1	24.4	—
Women	34.5	28.1	23.6	—
Elizabethtown C				
Men	29.6	25.7	22.3	—
Women	—	25.3	21.2	21.3
Evangelical Sch of Theol				
Men	—	—	18.0	—
Women	—	—	—	—
Franklin and Marshall C				
Men	38.2	28.9	20.3	18.1
Women	—	—	—	—
Gannon U				
Men	29.1	25.3	22.8	16.9
Women	—	—	20.7	—
Geneva C				
Men	26.2	22.9	18.1	15.5
Women	—	—	17.7	—
Gettysburg C				
Men	35.3	27.0	21.2	21.0
Women	33.0	—	20.3	20.9
Gwynedd-Mercy C				
Men	—	18.4	16.6	15.9
Women	20.4	17.4	16.4	15.2
Harcum Junior C				
Men	—	14.3	—	—
Women	—	18.8	16.2	13.4
Harrisburg Area CC				
Men	29.9	24.6	19.8	18.0
Women	30.1	23.7	—	15.0
Haverford C				
Men	36.6	27.7	21.4	19.1
Women	—	27.7	21.6	17.8
Holy Family C				
Men	23.9	20.1	—	—
Women	—	21.5	—	15.9
Immaculata C				
Men	—	—	—	—
Women	27.9	26.4	—	—
Indiana U of Pa				
Men	36.4	28.5	22.6	11.5
Women	35.6	27.0	22.2	12.2

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Juniata C				
Men	31.2	24.2	21.2	—
Women	—	24.2	19.7	—
Keystone Junior C*				
Men	—	20.7	—	15.9
Women	—	21.1	17.3	14.8
King's C				
Men	27.9	23.9	21.0	—
Women	—	—	20.2	—
Kutztown State C				
Men	35.2	29.2	25.1	19.7
Women	35.2	29.2	23.6	19.2
Lackawanna Junior C				
Men	—	14.1	12.6	10.6
Women	—	—	11.2	10.0
Lafayette C				
Men	40.5	30.6	24.7	21.7
Women	—	27.6	22.8	—
Lancaster Bible C				
Men	—	15.8	15.6	—
Women	—	—	—	—
Lancaster Theol Sem				
Men	12.9	—	—	—
Women	—	—	—	—
La Salle C				
Men	35.8	29.2	24.1	20.1
Women	—	24.4	21.3	19.9
Lebanon Valley C				
Men	25.0	18.2	14.1	—
Women	26.1	16.6	17.2	—
Lehigh Co CC				
Men	28.7	23.8	22.4	—
Women	27.2	23.0	21.2	16.3
Lehigh U				
Men	40.9	31.5	25.4	—
Women	—	24.5	21.8	18.7
Lincoln U				
Men	27.9	23.2	19.2	15.8
Women	29.8	19.1	17.9	15.4
Lock Haven St C				
Men	35.7	29.4	23.8	18.0
Women	34.9	29.0	23.8	17.8
Lutheran Theol Sem				
Gettysburg				
Men	20.6	—	—	—
Women	—	—	—	—
Philadelphia				
Men	28.0	—	—	—
Women	—	—	—	—
Luzerne Co CC				
Men	25.1	22.5	20.5	15.1
Women	—	19.4	18.5	16.7
Lycoming C				
Men	29.0	23.2	19.9	16.3
Mansfield State C				
Men	35.7	29.2	23.1	17.2
Women	34.6	29.2	22.9	16.8
Marywood C				
Men	24.6	23.8	20.4	18.3
Women	—	22.8	19.3	16.9
Mercyhurst C				
Men	24.6	21.4	20.2	16.9
Women	25.6	21.3	17.3	13.4
Messiah C				
Men	27.8	24.1	21.5	18.3
Women	—	—	21.7	—
Millersville St C				
Men	35.6	26.8	21.6	17.4
Women	32.9	26.8	21.6	17.4
Moore C of Art				
Men	20.2	19.0	—	—
Women	20.8	17.7	—	—
Moravian C				
Men	31.8	24.4	20.2	17.2
Women	27.1	23.8	19.5	—
Mt Aloysius JC				
Men	—	16.9	14.8	—
Women	—	17.6	18.6	14.3
Muhlenberg C				
Men	31.8	25.9	20.1	—
Women	30.5	22.8	16.7	15.4
Northampton Co Area CC				
Men	25.8	22.6	20.0	—
Women	25.2	21.9	19.0	15.7
Peirce Junior C				
Men	22.9	20.4	17.9	15.9
Women	—	18.7	16.5	15.4
Pa C of Optometry				
Men	37.4	29.8	25.3	—
Women	—	—	25.9	—
Pa C Podiatric of Med				
Men	39.1	25.3	22.9	—
Women	—	—	—	—
Pennsylvania St U				
Men	40.2	29.9	24.1	16.4
Women	36.8	27.5	21.9	16.0
Allentown				
Men	—	24.1	19.4	—
Women	—	—	—	—
Altoona				
Men	—	26.4	21.4	20.4
Women	—	—	20.2	18.6
Beaver				
Men	—	25.1	21.7	18.6
Women	—	—	—	—
Behrend C				
Men	—	28.0	22.0	19.0
Women	—	—	18.9	15.7
Berks				
Men	—	—	22.4	19.6
Women	—	—	20.5	16.6
Capitol				
Men	36.9	30.9	24.7	21.0
Women	—	28.2	22.3	—
Delaware				
Men	—	26.6	21.1	17.7
Women	—	—	20.0	15.8
Du Bois				
Men	—	—	21.6	19.0
Women	—	—	—	16.2
Fayette				
Men	—	26.6	22.5	21.3
Women	—	—	22.1	—
Hazleton				
Men	—	28.6	20.9	19.6
Women	—	—	18.8	—
McKeesport				
Men	—	26.2	22.4	19.2
Women	—	—	19.9	19.3
Mt Alto				
Men	—	26.4	20.3	16.7
Women	—	—	21.3	—
New Kensington				
Men	—	26.6	21.9	18.7
Women	—	—	20.0	—

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FACT-FILE—Continued

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Pennsylvania St U—Continued				
Ogontz				
Men	30.8	27.5	21.4	18.4
Women	31.2	25.9	21.3	18.3
Radnor Center				
Men	—	35.3	—	—
Women	—	—	—	—
Schuylkill				
Men	—	29.8	23.6	19.0
Women	—	—	—	—
Worthington Scranton				
Men	—	26.8	23.1	18.5
Women	—	—	20.8	—
Shenango Valley				
Men	—	28.3	20.7	19.8
Women	—	—	—	17.6
Wilkes-Barre				
Men	—	25.4	21.3	16.8
Women	—	—	20.1	—
York				
Men	—	—	22.9	—
Women	—	—	—	15.8
Phila C of Art				
Men	29.2	21.6	17.6	—
Women	28.1	22.5	16.7	—
Phila C of Bible				
Men	17.0	15.8	12.9	11.5
Women	—	—	12.2	—
Phila C of Phar & Sci				
Men	35.1	27.8	22.9	16.7
Women	33.2	—	23.0	—
Phila C of Textiles and Sci				
Men	34.4	28.0	22.9	—
Women	—	26.4	22.9	—
Pittsburgh Theol Sem				
Men	33.2	—	—	—
Women	—	—	—	—
Point Park C				
Men	27.1	22.0	18.7	15.4
Women	25.0	21.4	15.9	14.0
Reading Area CC				
Men	23.4	—	—	—
Women	21.7	—	17.6	16.5
Robert Morris C				
Men	28.9	25.9	23.1	19.9
Women	—	24.4	22.4	18.9
Rosemont C				
Men	27.1	26.2	18.3	—
Women	28.5	22.8	16.7	—
St Francis C				
Men	24.6	22.5	17.9	—
Women	21.5	—	17.7	19.3
St Joseph's U				
Men	34.6	27.1	21.0	16.6
Women	—	28.2	21.4	16.4
Seton Hill C				
Men	—	21.2	16.5	15.2
Women	25.8	24.4	17.4	14.0
Shippensburg St C				
Men	35.4	29.2	23.9	18.9
Women	35.9	29.3	23.2	19.8
Slippery Rock St C				
Men	35.7	29.4	23.2	18.7
Women	35.8	29.0	23.9	18.8
Spring Garden C				
Men	27.9	21.1	17.5	18.9
Women	26.3	—	18.4	—
Susquehanna U				
Men	30.5	25.5	21.8	17.7
Women	32.1	—	20.6	19.5
Swarthmore C				
Men	41.5	31.9	23.7	20.6
Women	43.4	30.8	23.4	19.4
Temple U				
Men	38.6	28.6	23.8	17.6
Women	33.6	26.2	20.6	15.7
Thiel C				
Men	24.4	21.0	17.5	—
Women	23.6	—	17.3	—
Thomas Jefferson U				
Men	—	—	—	—
Women	—	27.9	21.0	17.3
United Wesleyan C				
Men	—	14.7	—	—
Women	—	—	—	—
U of Pennsylvania				
Men	48.8	34.5	28.5	—
Women	42.4	29.2	24.9	29.7
U of Pittsburgh				
Men	43.0	30.3	23.5	16.2
Women	35.9	28.6	22.5	15.9
Bradford				
Men	—	26.2	19.9	—
Women	—	25.4	21.2	16.0
Greensburg				
Men	—	22.9	19.0	—
Women	—	21.8	18.3	15.6
Johnstown				
Men	31.6	29.5	23.7	20.4
Women	—	24.8	19.8	13.6
Titusville				
Men	—	22.4	—	—
Women	—	—	—	—
U of Scranton				
Men	31.0	25.9	22.3	—
Women	—	25.2	20.0	—
Ursinus C				
Men	28.1	23.5	19.1	15.1
Women	—	22.5	18.3	—
Valley Forge Christian C				
Men	—	16.0	16.0	—
Women	—	—	—	—
Valley Forge Military JC				
Men	—	14.7	—	—
Women	—	—	—	—
Villa Maria C				
Men	—	—	17.1	—
Women	—	19.5	16.4	13.6
Villanova U				
Men	39.5	31.3	26.2	19.6
Women	28.8	29.7	22.4	17.3
Washington Jefferson C				
Men	28.7	24.0	21.2	20.3
Women	—	—	18.3	—
Waynesburg C				
Men	22.8	19.2	17.3	15.6
Women	—	18.4	—	—
West Chester St C				
Men	35.7	29.5	23.5	19.1
Women	35.9	29.1	24.0	19.8
Westminster C				
Men	31.3	23.6	21.8	17.4
Women	—	24.3	20.4	—
Westminster Theol Sem				
Men	23.2	20.6	18.3	—
Women	—	—	—	—
Westmoreland Co CC				
Men	—	22.6	21.8	—
Women	—	21.7	21.3	—
Widener C of Widener U				
Men	36.1	26.6	20.4	18.8
Women	28.9	26.5	17.0	16.3
Wilkes C				
Men	28.0	23.3	19.2	14.0
Women	27.9	21.5	17.5	14.2
Williamsport Area CC				
Men	22.6	22.4	21.1	19.1
Women	—	22.3	20.8	18.7
Wilson C				
Men	24.8	19.8	17.6	—
Women	—	—	15.2	—
York C Pennsylvania				
Men	34.3	27.8	23.8	19.7
Women	—	26.6	22.0	17.4

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Barrington C				
Men	20.0	17.8	16.8	—
Women	20.7	—	15.5	—
Brown U				
Men	42.4	29.6	24.7	—
Women	39.5	28.8	21.0	—
Bryant C Bus Admin				
Men	34.7	30.9	25.7	24.3
Women	34.3	28.0	19.1	17.9
CC Rhode Island				
Men	28.2	23.9	20.4	14.0
Women	27.6	23.7	19.8	13.0
New England Inst Tech				
Men	—	—	15.5	17.9
Women	—	—	15.3	—
Providence C				
Men	35.3	29.2	24.2	20.8
Women	—	27.8	21.7	18.9
Rhode Island C				
Men	31.6	24.9	22.0	16.1
Women	30.9	24.9	20.5	16.2
RI School of Design				
Men	31.9	25.7	20.9	16.8
Women	—	24.4	18.9	—
Salve Regina-Newport C				
Men	27.4	22.7	18.0	15.0
Women	26.5	23.5	18.6	14.6
U of Rhode Island				
Men	34.0	27.2	23.1	—
Women	33.2	25.7	21.4	16.4

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Allen U				
Men	10.7	12.3	—	—
Women	—	—	10.9	—
Baptist C Charleston				
Men	21.5	18.3	15.6	—
Women	19.2	17.9	14.3	—
Benedict C				
Men	22.7	15.8	14.0	12.6
Women	21.4	—	14.6	11.8
Central Wesleyan C				
Men	16.0	13.8	10.9	—
Women	—	13.7	—	—
Citadel Military C of SC				
Men	30.8	25.3	20.5	—
Women	—	—	21.1	—
Claflin C				
Men	17.7	15.8	15.1	13.4
Women	18.2	17.8	14.8	13.7
Clemson U				
Men	36.6	28.1	22.5	19.1
Women	32.9	27.6	21.4	14.9
Coker C				
Men	24.0	19.1	16.2	—
Women	—	18.5	15.2	—
C of Charleston				
Men	28.6	25.0	20.5	—
Women	27.4	23.7	18.7	16.8
Columbia C				
Men	22.4	19.7	17.0	14.0
Women	22.3	17.0	16.9	15.5
Converse C				
Men	27.1	21.4	18.6	17.8
Women	—	20.8	18.6	15.6
Erskine C and Sem				
Men	22.5	19.6	17.1	—
Women	—	17.6	16.3	—
Francis Marion C				
Men	31.2	24.5	19.8	14.9
Women	—	22.7	18.8	14.6
Furman U				
Men	30.6	24.5	19.5	17.5
Women	29.7	23.9	18.1	14.6
Lander C				
Men	29.7	24.3	19.8	14.7
Women	—	24.0	20.3	14.8
Limestone C				
Men	22.2	19.2	—	—
Women	20.2	18.5	16.8	—
Lutheran Theol S Sem				
Men	21.6	18.7	—	—
Women	—	—	—	—
Medical U of SC				
Men	40.2	30.6	23.7	16.9
Women	—	22.1	16.8	15.1
Morris C				
Men	—	16.1	13.0	13.2
Women	18.3	—	13.8	11.9
Newberry C				
Men	20.0	17.4	13.6	15.5
Women	—	17.8	15.6	—
North Greenville C				
Men	—	13.3	—	12.4
Women	—	—	—	12.6
Presbyterian C				
Men	27.6	21.0	20.0	—
Women	—	21.0	16.2	—
SC State C				
Men	31.8	25.5	22.0	16.7
Women	32.3	26.2	20.4	16.4
U of South Carolina				
Aiken				
Men	28.5	22.8	17.9	—
Women	—	22.8	19.3	—
Beaufort				
Men	—	20.9	17.9	—
Women	—	—	—	—
Coastal Carolina				
Men	27.3	23.3	20.9	15.5
Women	—	22.2	20.8	17.3
Columbia				
Men	37.3	28.0	22.9	19.0
Women	34.2	26.8	20.3	17.4
Lancaster				
Men	—	21.8	18.7	—
Women	—	21.1	18.0	—
U of South Carolina—Continued				
Salkehatchie				
Men	—	20.6	17.1	—
Women	—	—	—	—
Spartanburg				
Men	29.1	23.6	20.4	16.5
Women	—	22.0	18.6	16.8
Sumter				
Men	—	21.3	18.3	—
Women	—	—	18.2	16.8
Voorhees C				
Men	21.5	18.0	15.5	—
Women	—	—	15.0	13.0
Winthrop C				
Men	32.0	26.7	21.7	15.7
Women	31.1	26.2	22.1	15.2
Wofford C				
Men	30.6	24.2	19.3	18.5
Women	—	21.1	—	15.9

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C				
Men	25.1	21.7	19.5	18.2
Women	—	20.4	18.3	14.2
Black Hills St C				
Men	26.1	21.4	19.3	—
Women	23.7	—	18.1	15.6
Dakota State C				
Men	24.8	19.3	18.6	16.0
Women	—	—	17.8	16.1
Dakota Wesleyan U				
Men	21.3	20.0	17.5	—
Women	—	—	16.7	9.3
Freeman Junior C				
Men	—	—	—	12.0
Women	—	—	—	11.0
Huron C				
Men	16.8	16.1	14.8	13.0
Women	—	—	15.7	—
Mt Marty C				
Men	20.9	—	16.4	—
Women	—	—	15.1	13.7
Northern State C				
Men	26.7	23.3	20.7	18.0
Women	—	—	20.7	17.0
Sioux Falls C				
Men	21.8	19.8	19.0	—
Women	—	—	18.9	—
SD Sch Mines & Tech				
Men	29.8	24.5	22.1	17.0
Women	—	—	19.7	—
South Dakota St U				
Men	27.6	22.7	19.6	17.6
Women	27.1	23.8	18.8	17.0
U of South Dakota				
Main Campus				
Men	30.6	24.5	21.9	15.8
Women	26.1	21.1	19.0	14.7
Springfield				
Men	25.3	22.4	20.3	17.7
Women	—	—	17.9	—
Yankton C				
Men	19.7	18.4	14.4	17.3
Women	—	—	14.9	—

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
American Baptist C of A.B.T. Sem				
Men	—	—	—	—
Women	—	12.5	—	—
Austin Peay St U				
Men	28.2	22.6	18.9	15.4
Women	26.6	21.9	18.0	15.0
Belmont C				
Men	26.0	22.3	19.6	—
Women	24.1	19.6	18.0	16.4
Bethel C				
Men	20.1	17.4	—	14.5
Women	—	—	—	14.2
Bryan C*				
Men	23.1	19.4	17.6	—
Women	—	—	16.7	—
Carson-Newman C				
Men	23.6	20.8	18.6	18.6
Women	—	21.0	17.1	—
Christian Bros C				
Men	28.4	23.1	20.9	—
Women	—	19.3	17.3	—
Church of God Sch Theol				
Men	—	—	—5	12.0
Women	—	—	—	—
Columbia St CC				
Men	—	22.7	20.6	18.2
Women	—	22.8	21.6	15.8
Covenant C				
Men	25.5	22.2	18.5	—
Women	—	—	—	—
David Lipscomb C				
Men	25.3	21.2	18.0	16.0
Women	25.1	—	18.3	14.0
Dyersburg St CC				
Men	—	20.0	18.8	15.8
Women	—	20.3	19.1	15.2
East Tenn St U				
Men	30.7	25.2	21.0	17.5
Women	29.1	24.8	19.8	15.8
Emmanuel Sch Religion				
Men	24.2	—	—	—
Women	—	—	—	—
Fisk U				
Men	24.7	19.6	15.9	12.8
Women	23.6	17.7	15.6	—
Johnson Bible C				
Men	15.0	14.1	14.0	—
Women	—	—	—	—
King C				
Men	23.2	18.8	16.7	—
Women	—	—	16.9	—
Lambuth C				
Men	21.3	19.1	17.2	—
Women	—	16.4	14.6	—
Lane C				
Men	15.9	15.7	13.8	12.8
Women	17.0	—	14.3	12.4
Lee C				
Men	24.6	22.1	18.4	16.0
Women	—	19.5	19.5	16.2
Lincoln Mem U				
Men	20.0	16.7	13.1	12.6
Women	—	17.0	15.3	12.9
Martin C				
Men	19.9	16.5	—	—
Women	—	—	—	—
Maryville C				
Men	21.3	17.8	15.2	13.8
Women	21.7	16.5	14.8	—
Meharry Medical C				
Men	36.1	29.8	28.6	18.2
Women	—	26.0	21.2	16.7
Memphis Academy Arts				
Men	19.8	18.4	—	—
Women	—	—	—	—
Memphis State U				
Men	33.6	25.9	20.7	15.0
Women	30.0	23.6	20.1	14.8
Middle Tenn St U				
Men	30.0	25.3	21.0	17.1
Women	29.1	24.2	20.1	16.1
Motlow St CC				
Men	23.0	21.2	20.6	17.3
Women	—	—	20.2	17.4
Nashville St Tech Inst				
Men	24.5	21.5	17.7	15.7
Women	—	17.7	18.0	15.8
Roane St CC				
Men	—	22.5	19.2	17.9
Women	—	21.5	18.4	15.8
Scarritt C				
Men	33.3	—	—	—
Women	—	—	—	—
Shelby St CC				
Men	23.4	20.9	17.3	15.2
Women	—	21.5	16.2	14.6
S C of Optometry				
Men	—	31.6	32.5	24.7
Women	—	—	—	—
S C Seventh-Day Advent				
Men	18.0	17.4	16.1	—
Women	—	17.3	16.6	14.3
SW at Memphis				
Men	30.0	25.3	20.0	—
Women	—	25.4	17.7	—
State Tech Inst				
Knoxville				
Men	—	20.7	17.5	16.2
Women	—	—	14.4	14.9
Memphis				
Men	23.0	20.0	17.6	15.3
Women	23.1	20.8	18.4	14.8
Tennessee St U				
Men	30.5	24.8	21.1	14.9
Women	28.6	23.0	19.2	15.3
Tennessee Tech U				
Men	31.3	24.8	21.8	16.8
Women	28.1	24.3	20.1	16.0
Tenn Wesleyan C				
Men	15.9	—	12.9	14.0
Women	—	13.9	—	—
Trevecca Nazarene C				
Men	21.7	19.0	17.4	15.3
Women	—	19.1	16.8	—
Tri-Cities St Tech Inst				
Men	—	—	17.3	14.7
Women	—	—	16.2	14.6
Tusculum C				
Men	16.9	—	15.3	12.3
Women	—	—	14.9	—
Union U				
Men	24.2	21.1	18.9	17.0
Women	—	17.8	18.3	15.4
U of Tennessee				
Center for Health Sci				
Men	35.3	29.8	27.6	18.0
Women	30.7	24.6	20.8	16.6
Chattanooga				
Men	29.9	25.5	20.5	15.3
Women	—	25.2	18.8	14.5
Knoxville				
Men	33.5	26.4	21.5	15.5
Women	32.0	26.3	20.0	16.5
Martin				
Men	26.5	23.8	20.9	15.1
Women	26.3	22.7	18.7	14.6
U of the South				
Men	30.7	24.1	20.5	18.8
Women	—	—	—	—
Vanderbilt U				
Men	40.0	26.7	21.0	23.4
Women	34.9	27.2	21.4	18.0
Volunteer St CC				
Men	25.4	21.8	19.6	—
Women	25.6	21.3	20.7	16.4
Walters St CC				
Men	25.3	21.4	19.6	23.1
Women	—	21.4	19.2	16.8

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U				
Men	28.1	24.0	22.1	15.8
Women	28.1	22.0	20.0	16.9
Amarillo C				
Men	27.1	25.5	22.1	21.1
Women	28.1	26.6	24.2	20.0
American Tech U				
Men	—	—	19.7	—
Women	—	—	—	—
Angelo State U				
Men	35.3	29.2	26.6	18.9
Women	32.1	29.1	24.1	18.4
Austin C				
Men	29.0	23.6	19.4	—
Women	—	21.0	18.3	—
Baylor U				
Men	37.6	28.6	24.7	19.2
Women	35.8	25.7	22.8	20.5
Bishop C				
Men	19.4	18.3	17.2	—
Women	—	19.3	16.4	15.3
Concordia Lutheran C				
Men	20.1	18.8	16.8	—
Women	—	—	—	—
Corpus Christi St U				
Men	34.2	26.9	22.6	—
Women	—	25.1	19.8	—
Dallas Baptist C				
Men	24.1	21.8	19.9	20.5
Women	25.1	—	19.9	20.5
Dallas Christian C				
Men	16.9	9.9	—	—
Women	—	—	—	—
Del Mar C				
Men	33.9	29.6	25.9	22.3
Women	34.7	29.7	25.8	22.6
East Texas Bapt C				
Men	25.4	19.9	18.4	15.8
Women	25.2	20.1	17.6	—
East Texas St U				
Men	33.6	27.8	24.0	19.4
Women	32.2	27.7	21.0	20.0
Texarkana				
Men	33.8	26.2	—	—
Women	—	24.7	21.9	—
Episcopal Theol Sem SW				
Men	22.9	—	—	—
Women	—	—	—	—
Gulf Coast Bible C				
Men	20.6	—	—	17.5
Women	—	—	—	14.4
Hardin-Simmons U				
Men	25.2	21.4	19.4	15.9
Women	24.0	20.7	17.6	14.8
Howard Payne U				
Men	18.9	18.2	17.3	15.9
Women	18.4	16.4	15.9	15.5
Houston Baptist U				
Men	26.5	25.0	22.8	19.8
Women	25.0	23.7	22.0	19.8
Huston-Tillotson C				
Men	23.5	—	16.0	13.3
Women	23.1	19.5	—	14.6
Incarnate Word C				
Men	24.9	21.6	19.0	—
Women	28.5	22.3	18.2	14.9
Jarvis Christian C				
Men	21.8	19.2	16.6	14.3
Women	24.4	19.8	—	15.6
Lamar U				
Men	33.6	27.4	23.4	18.4
Women	32.9	26.1	20.6	17.4
Laredo St U				
Men	30.3	27.7	22.7	⊢
Women	⊢	⊢	21.7	⊢
Letourneau C				
Men	20.4	20.3	16.7	15.5
Women	—	—	15.7	—
Lubbock Christian C				
Men	21.0	19.5	—	
Women	—	18.6	15.6	—
McMurry C				
Men	24.8	20.8	19.7	—
Women	21.1	—	16.8	16.5
Midwestern St U				
Men	34.0	27.1	23.8	19.3
Women	—	27.1	20.3	16.9
North Texas St U				
Men	35.4	29.0	24.9	20.1
Women	34.2	27.8	23.6	21.6
Oblate Sch Theol				
Men	—	23.0	—	—
Women	—	—	—	—
Odessa C				
Men	32.9	27.0	24.7	22.5
Women	34.0	25.6	24.3	20.9
Our Lady of Lake U				
Men	24.3	20.5	17.7	—
Women	22.4	22.1	16.7	13.7
Pan American U				
Men	34.4	28.9	23.6	19.7
Women	34.4	27.6	22.9	19.2
Paul Quinn C				
Men	15.8	15.3	—	11.5
Women	—	13.1	12.7	—
Prairie View A & M U				
Men	29.0	25.4	23.2	19.7
Women	34.2	25.2	22.3	19.8
Rice U				
Men	41.7	32.6	26.9	19.9
Women	38.5	29.6	22.6	—
St Edward's U				
Men	28.1	21.5	17.5	15.0
Women	—	21.0	17.6	15.9
St Mary's U San Antonio				
Men	33.2	22.7	21.0	—
Women	21.4	19.9	18.6	16.7
St Philip's C				
Men	—	27.2	22.4	20.4
Women	32.3	25.8	23.7	18.3
Sam Houston St U				
Men	33.8	28.9	24.6	19.0
Women	33.3	28.7	24.0	17.9
San Antonio C				
Men	31.1	26.7	24.1	19.8
Women	31.8	26.8	23.7	20.0
Schreiner C				
Men	22.2	—	16.2	—
Women	—	—		12.5
Southern Bible C				
Men	—	13.8	—	—
Women	—	—	—	—
Southern Methodist U				
Men	42.0	30.1	24.3	17.2
Women	38.3	27.4	21.9	16.2
South Plains C				
Men	27.9	26.5	24.1	21.0
Women	26.7	26.5	24.1	20.0
SW Adventist C				
Men	18.3	17.4	16.3	—
Women	18.2	17.4	16.0	—
SW Assemblies God C				
Men	—	—	17.4	15.3
Women	—	—		—
SW Christian C				
Men	—	—	15.6	13.2
Women	—	—	14.0	13.0
SW Texas St U				
Men	34.3	29.9	23.4	18.5
Women	33.6	27.6	22.2	18.1
Southwestern U				
Men	31.2	24.9	21.3	—
Women	—	25.6	—	
Stephen F Austin St U				
Men	34.5	28.3	22.4	18.9
Women	34.8	26.7	22.1	17.8
Sul Ross St U				
Men	33.4	26.9	21.3	17.4
Women	—	—	19.7	16.7
Texarkana CC				
Men	25.5	22.3	20.9	20.4
Women	24.2	22.7	21.5	20.4
Tarleton State U				
Men	31.9	26.1	22.2	18.1
Women	30.1	—	22.5	18.9
Tarrant Co JC				
Men	28.7	27.6	25.5	22.5
Women	25.0	25.5	23.9	22.1
Texas A & I U				
Men	30.0	26.0	22.8	[illegible]
Women	29.0	25.1	21.4	17.3
Texas A & M U				
Men	42.4	33.9	27.4	21.7
Women	36.8	30.5	25.6	21.0
Galveston				
Men	—	26.4	24.5	—
Women	—	—	—	—

Continued on Following Page

FACT-FILE—Continued

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Texas Christian U				
Men	35.9	26.8	22.9	—
Women	32.6	23.8	21.2	18.8
Texas C				
Men	17.0	17.0	12.9	11.7
Women	18.9	15.1	—	11.2
Texas C Osteopathic Med				
Men	47.9	45.3	37.5	18.2
Women	—	36.3	37.3	—
Texas Lutheran C				
Men	26.0	22.3	20.7	18.2
Women	—	20.6	18.3	—
Texas Southern U				
Men	31.9	26.9	21.4	17.9
Women	29.0	25.9	20.5	17.3
Texas Tech U				
Men	16.9	41.8	32.4	28.5
Women	30.1	26.4	22.6	16.7
Texas Wesleyan U				
Men	25.8	23.6	22.1	—
Women	25.5	22.6	19.1	17.5
Texas Woman's U				
Men	36.5	30.6	22.5	—
Women	35.2	28.3	23.4	19.9
Trinity U				
Men	37.7	29.4	23.8	21.1
Women	32.0	27.8	21.3	19.1
U of Dallas				
Men	29.4	29.8	24.1	—
Women	—	23.6	19.9	—
U of Houston				
Cen Campus				
Men	40.6	31.2	25.3	20.8
Women	40.0	26.6	23.2	20.2
Clear Lake City				
Men	35.1	29.2	25.5	23.4
Women	31.9	27.3	22.6	23.5
Downtown C				
Men	39.0	28.8	23.2	21.5
Women	—	27.1	21.9	20.4
Victoria				
Men	29.6	28.7	20.2	—
Women	—	25.6	19.4	—
U of Mary Hardin-Baylor				
Men	22.5	19.9	16.9	—
Women	22.7	19.7	16.5	14.3
U of St Thomas				
Men	21.7	19.9	17.9	—
Women	25.0	18.5	19.9	16.7
U of Texas				
Arlington				
Men	37.6	28.9	23.4	16.5
Women	32.1	27.5	22.6	17.1
Austin				
Men	42.3	30.0	25.1	17.8
Women	39.4	28.6	23.5	17.7
Dallas				
Men	40.0	29.7	23.2	18.4
Women	—	29.1	22.1	20.9
Permian Basin				
Men	32.4	26.6	20.5	—
Women	—	25.3	22.3	—
San Antonio				
Men	36.0	28.9	22.8	21.6
Women	35.1	29.4	20.7	—
U Texas Health Sci Cen				
Dallas				
Men	—	30.8	26.2	19.8
Women	—	28.3	23.8	19.5
El Paso				
Men	35.0	29.5	23.9	18.1
Women	34.6	29.5	22.9	19.4
Houston				
Men	45.1	33.8	27.2	22.9
Women	39.4	30.0	25.3	19.2
San Antonio				
Men	49.6	37.8	32.8	—
Women	—	32.0	25.8	19.0
Western Texas C				
Men	28.4	24.5	20.7	21.3
Women	—	—	20.0	17.6
West Texas St U				
Men	32.5	26.8	22.5	18.5
Women	—	26.9	22.0	18.2
Wiley C				
Men	18.2	15.4	—	12.8
Women	—	14.2	14.2	11.7

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
Dixie C				
Men	27.7	25.3	22.5	17.7
Women	—	—	20.7	15.6
Snow C				
Men	27.9	25.2	20.5	17.4
Women	—	—	20.8	16.2
S Utah St C				
Men	28.1	23.2	19.9	18.2
Women	—	22.3	18.8	16.2
Weber State C				
Men	30.7	25.8	23.1	19.5
Women	28.8	24.6	20.8	16.7
U of Utah				
Men	36.1	27.6	22.8	20.7
Women	34.8	26.1	20.6	17.7
Utah State U				
Men	34.1	27.1	22.9	19.7
Women	—	23.9	20.4	16.8
Westminster C				
Men	19.8	14.4	17.3	—
Women	20.0	13.9	13.3	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Castleton St C				
Men	25.9	22.7	20.2	17.9
Women	—	22.7	20.7	18.8
Champlain C				
Men	23.7	20.9	18.0	15.2
Women	24.3	21.8	21.2	—
Green Mountain C				
Men	20.0	18.9	16.5	—
Women	—	19.2	16.4	14.5
Johnson State C				
Men	26.2	22.2	20.3	18.6
Women	27.3	—	21.6	—
Lyndon State'C				
Men	25.3	22.4	19.6	18.5
Women	—	—	20.1	—
Middlebury C				
Men	37.5	26.8	21.5	19.6
Women	—	25.1	20.4	18.7
Norwich U*				
Men	29.6	24.4	20.5	—
Women	—	21.6	19.4	—
St Michael's C				
Men	28.0	22.5	18.4	16.8
Women	25.7	21.5	17.3	—

VERMONT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Champlain C				
Men	23.7	20.9	18.0	15.2
Women	24.3	21.8	21.2	—
Green Mountain C				
Men	20.0	18.9	16.5	—
Women	—	19.2	16.4	14.5
Johnson State C				
Men	26.2	22.2	20.3	18.6
Women	27.3	—	21.6	—
Lyndon State C				
Men	25.3	22.4	19.6	18.5
Women	—	—	20.1	—
Middlebury C				
Men	37.5	26.8	21.5	19.6
Women	—	25.1	20.4	18.7
Norwich U*				
Men	29.6	24.4	20.5	—
Women	—	21.6	19.4	—
St Michael's C				
Men	28.0	22.5	18.4	16.8
Women	25.7	21.5	17.3	—
Trinity C				
Men	—	18.5	16.4	—
Women	—	20.4	17.6	16.2
U Vt & St Agri C				
Men	34.0	27.0	22.4	18.3
Women	34.4	25.6	20.1	—
Vermont C*				
Men	29.6	24.4	20.5	—
Women	—	21.6	19.4	—
Vermont Technical C				
Men	25.9	22.9	20.2	18.3
Women	—	—	21.1	17.4

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C				
Men	24.4	19.7	16.2	—
Women	20.3	18.6	16.0	13.3
Bluefield C				
Men	19.0	16.4	14.6	13.3
Women	—	—	—	—
Blue Ridge CC				
Men	27.9	24.1	21.2	17.8
Women	—	23.7	18.1	16.1
Bridgewater C				
Men	24.9	20.3	18.1	13.4
Women	—	—	17.2	—
C of William and Mary				
Men	33.7	26.2	18.6	15.1
Women	30.6	24.7	21.7	16.1
Richard Bland C				
Men	27.9	23.3	18.2	—
Women	—	22.1	19.5	—
Christopher Newport C				
Men	27.7	22.9	21.3	19.0
Women	27.6	22.6	20.4	—
Danville CC				
Men	26.0	22.6	19.9	17.6
Women	—	21.4	18.5	15.8
Eastern Shore CC				
Men	—	22.5	—	—
Women	—	—	—	—
E Mennonite C and Sem				
Men	21.3	18.9	17.2	16.0
Women	—	—	16.6	15.1
Emory and Henry C				
Men	24.0	20.6	18.9	17.6
Women	—	20.6	—	—
Ferrum C				
Men	25.5	22.2	20.5	—
Women	—	22.2	19.4	—
George Mason U				
Men	35.3	27.5	22.8	21.1
Women	32.0	27.1	21.4	19.7
Germanna CC				
Men	—	23.7	20.4	—
Women	—	—	19.3	—
Hampden-Sydney C				
Men	28.8	23.9	19.3	—
Women	—	—	—	—
Hampton Institute				
Men	26.8	20.2	18.6	13.5
Women	27.3	20.3	16.1	14.3
Hollins C				
Men	34.3	27.2	20.1	—
Women	31.9	26.1	20.5	—
James Madison U				
Men	30.3	25.2	21.6	17.3
Women	29.6	23.7	20.3	16.5
J Sargeant Reynolds CC				
Men	25.6	22.9	20.2	16.7
Women	23.7	22.3	19.4	16.6
Liberty Baptist C				
Men	24.5	22.4	19.2	16.4
Women	24.3	22.4	18.5	14.9
Longwood C				
Men	29.1	24.5	19.4	14.6
Women	29.6	24.3	21.1	15.8
Lord Fairfax CC				
Men	24.3	21.9	18.6	15.7
Women	—	20.3	19.9	—
Lynchburg C				
Men	27.7	22.6	20.2	—
Women	27.5	21.1	17.9	—
Mary Baldwin C				
Men	26.9	23.0	19.3	17.7
Women	23.7	20.3	18.5	17.5
Marymount C of Va				
Men	32.7	21.3	17.6	—
Women	31.2	20.2	18.3	15.4
Mary Washington C				
Men	27.4	23.7	19.1	17.4
Women	26.5	24.0	19.0	—
Longwood C				
Men	29.1	24.5	19.4	14.6
Women	29.6	24.3	21.1	15.8
Lord Fairfax CC				
Men	24.3	21.9	18.6	15.7
Women	—	20.3	19.9	—
Lynchburg C				
Men	27.7	22.6	20.2	—
Women	27.5	21.1	17.9	—
Mary Baldwin C				
Men	26.9	23.0	19.3	17.7
Women	23.7	20.3	18.5	17.5
Marymount C of Va				
Men	32.7	21.3	17.6	—
Women	31.2	20.2	18.3	15.4
Mary Washington C				
Men	27.4	23.7	19.1	17.4
Women	26.5	24.0	19.0	—
Mountain Empire CC				
Men	—	20.9	19.1	16.5
Women	—	—	17.1	16.0

VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Norfolk State U				
Men	30.3	26.9	23.5	18.1
Women	30.9	24.7	19.3	15.1
Northern Va CC				
Men	27.6	24.5	21.3	18.0
Women	27.0	24.5	20.7	17.2
Old Dominion U				
Men	35.8	27.2	22.2	18.2
Women	39.9	24.8	20.9	15.5
Patrick Henry CC				
Men	—	24.0	19.9	16.3
Women	—	21.6	20.2	15.1
Paul D Camp CC				
Men	—	23.0	19.6	18.2
Women	—	20.0	18.0	16.5
Piedmont Virginia CC				
Men	25.2	21.9	18.8	16.8
Women	—	20.3	18.6	15.4
Prot Epis Theol Sem Va				
Men	21.4	—	—	—
Women	—	—	—	—
Radford U				
Men	30.6	25.0	20.9	17.4
Women	29.9	23.6	20.3	16.1
Randolph-Macon C				
Men	27.4	22.7	18.4	—
Women	—	—	20.2	12.3
Randolph-Macon Woman's C				
Men	29.4	22.5	18.9	—
Women	26.2	23.7	19.5	—
Rappahannock CC				
Men	—	23.7	20.0	17.1
Women	—	—	—	15.8
Roancke C				
Men	30.7	23.7	20.6	—
Women	29.1	22.9	18.5	—
St Paul's C				
Men	—	16.8	—	13.9
Women	—	—	14.8	14.1
Shenandoah C				
Consv of Music				
Men	—	19.6	17.3	14.6
Women	—	19.1	16.2	13.1
Southside Virginia CC				
Men	—	20.6	19.0	15.5
Women	—	22.0	19.7	—
Southwest Virginia CC				
Men	24.0	22.8	20.6	16.8
Women	24.7	—	20.6	18.0
Sweet Briar C				
Men	30.9	24.0	19.7	—
Women	30.8	24.2	18.7	—
Thomas Nelson CC				
Men	26.4	23.0	20.4	17.6
Women	26.0	21.8	19.5	16.1
Tidewater CC				
Men	25.8	22.9	19.8	17.2
Women	24.3	22.5	19.8	17.3
U of Richmond				
Men	36.4	28.3	22.0	17.5
Women	34.4	26.3	19.6	15.6
U Va Clinch Valley C				
Men	27.6	21.5	19.0	—
Women	—	22.5	18.7	—
Va Commonwealth U				
Men	34.6	29.7	25.2	18.2
Women	33.1	26.1	21.8	17.9
Virginia Military Inst				
Men	31.3	26.7	22.2	18.8
Women	—	—	—	—
Va Poly Inst and St U				
Men	40.7	30.6	24.6	20.4
Women	35.7	29.8	23.6	16.8
Virginia State U				
Men	29.7	24.1	22.0	18.4
Women	27.0	25.9	19.9	17.8
Virginia Wesleyan C				
Men	27.2	23.6	19.7	16.3
Women	—	23.0	17.3	16.9
Va Western CC				
Men	27.0	24.0	20.2	16.8
Women	25.9	23.0	19.5	17.4
Washington and Lee U				
Men	34.3	25.0	21.3	15.5
Women	—	—	—	—
Wytheville CC				
Men	26.0	22.9	18.8	17.0
Women	—	22.3	19.8	—

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Central Wash U				
Men	30.1	25.3	21.8	17.6
Women	28.4	23.9	21.1	—
Eastern Wash U				
Men	29.8	26.0	21.0	—
Women	28.5	24.8	20.9	—
Gonzaga U				
Men	34.3	26.2	19.7	16.2
Women	—	25.9	20.3	18.6
Heritage C				
Men	—	—	18.5	—
Women	—	—	14.6	—
NW C Assemblies God				
Men	—	20.5	19.1	—
Women	—	—	—	—
Pacific Lutheran U				
Men	32.3	26.1	21.4	—
Women	30.7	23.8	20.1	18.2
Puget Sound C of Bible				
Men	22.5	—	—	—
Women	—	—	—	—
St Martin's C				
Men	23.7	19.5	17.1	—
Women	—	—	—	—
Seattle Pacific U				
Men	29.2	24.8	22.9	17.7
Women	—	24.6	21.2	17.8
Seattle U				
Men	30.8	26.4	21.1	20.4
Women	28.7	23.6	20.1	17.2
Shoreline CC				
Men	25.8	—	—	—
Women	22.9	—	—	—
U of Puget Sound				
Men	32.2	26.2	21.4	—
Women	30.8	24.9	21.1	16.7
U of Washington				
Men	39.0	28.2	23.9	—
Women	34.3	28.1	21.9	—
Walla Walla C				
Men	20.9	19.9	19.1	17.1
Women	21.0	19.9	19.1	17.5
Washington St U				
Men	33.9	26.1	22.8	—
Women	32.7	25.8	21.2	16.5

VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Western Wash U				
Men	33.7	25.7	21.4	—
Women	30.5	26.0	20.3	—
Whitman C				
Men	34.2	27.8	23.0	—
Women	—	24.6	22.0	—
Whitworth C				
Men	28.6	23.5	19.5	—
Women	—	23.9	18.7	—

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson Broaddus C				
Men	23.9	19.9	16.8	15.3
Women	—	21.5	17.2	14.3
Beckley C				
Men	17.9	—	—	—
Women	16.2	—	—	—
Bethany C				
Men	26.1	21.1	17.8	16.3
Women	—	21.4	16.5	—
Bluefield St C				
Men	23.9	21.8	18.6	16.6
Women	22.3	19.4	17.5	14.2
Concord C				
Men	25.5	21.5	18.1	14.7
Women	24.3	20.0	17.4	—
Davis and Elkins C				
Men	20.8	18.1	16.0	14.7
Women	22.5	—	16.9	14.3
Fairmont St C				
Men	26.1	22.4	19.6	17.1
Women	27.1	20.8	19.4	15.9
Glenville St C				
Men	25.0	20.6	19.2	16.3
Women	—	21.6	17.7	16.4
Marshall U				
Men	27.9	23.4	20.5	16.6
Women	27.5	21.8	19.4	14.9
Ohio Valley C				
Men	—	—	16.5	12.6
Women	—	—	—	—
Parkersburg CC				
Men	23.3	21.1	17.7	18.7
Women	—	19.4	16.8	13.7
Potomac St C				
Men	23.6	19.7	16.8	15.7
Women	22.4	—	—	—
Salem C				
Men	19.4	18.4	14.8	14.6
Women	—	—	15.5	14.0
Shepherd C				
Men	27.2	23.0	20.4	16.6
Women	28.0	22.8	20.0	17.4
S W Va CC				
Men	—	20.2	18.4	15.5
Women	—	—	17.2	14.1
U of Charleston				
Men	20.4	21.8	17.9	15.6
Women	—	21.1	16.1	—
West Liberty St C				
Men	26.0	21.8	18.8	16.9
Women	23.9	20.8	18.4	15.9
West Va Inst Tech				
Men	27.0	22.8	20.8	17.2
Women	23.9	19.9	17.5	16.1
West Va St C				
Men	26.2	21.9	19.6	16.8
Women	25.7	21.5	18.6	15.9
West Virginia U				
Men	32.0	25.9	21.1	17.5
Women	28.4	23.8	19.2	16.3
West Va Wesleyan C				
Men	24.3	20.9	19.5	—
Women	24.3	20.6	17.7	16.0
Wheeling C				
Men	26.5	20.9	18.7	15.1
Women	—	—	17.3	—

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C				
Men	—	—	18.4	—
Women	25.2	21.4	17.3	16.0
Beloit C				
Men	27.4	22.8	20.7	—
Women	—	—	18.0	—
Cardinal Stritch C				
Men	—	16.5	16.6	—
Women	16.9	15.9	15.3	13.6
Carroll C				
Men	28.6	23.9	21.5	—
Women	—	22.1	19.4	—
Carthage C				
Men	25.9	20.1	18.5	15.3
Women	25.9	20.5	18.2	—
Concordia C				
Men	17.6	16.5	14.7	—
Women	—	—	13.8	—
Edgewood C				
Men	—	17.5	16.5	—
Women	—	19.6	16.7	14.5
Lakeland C				
Men	22.9	—	19.3	15.3
Women	—	—	14.5	—
Lawrence U				
Men	35.0	28.5	22.1	—
Women	30.5	27.5	20.5	—
Marian C Fond du Lac				
Men	—	21.3	16.7	—
Women	—	—	17.6	13.8
Marquette U				
Men	40.0	31.6	25.5	17.6
Women	33.9	25.7	22.6	18.3
Milwaukee Sch Engineering				
Men	29.9	24.5	22.1	21.1
Women	—	19.1	17.3	—
Mt Mary C				
Men	—	21.2	17.8	—
Women	—	21.9	16.3	—
Mt Senario C				
Men	22.0	16.7	15.3	—
Women	—	—	14.1	—
Northland C				
Men	20.4	17.2	14.7	14.1
Women	—	16.3	—	12.0
Ripon C				
Men	32.1	24.7	20.1	18.5
Women	—	—	19.1	—
St Norbert C				
Men	31.5	26.1	19.5	—
Women	—	24.0	20.2	—
Silver Lake C				
Men	—	—	15.8	—
Women	—	—	—	—

WISCONSIN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Wisconsin				
Center System				
Men	28.9	24.5	21.0	16.9
Women	28.0	23.9	20.4	17.3
Eau Claire				
Men	33.4	26.3	23.0	20.9
Women	32.3	26.4	22.7	18.2
Green Bay				
Men	33.8	26.3	20.4	19.9
Women	29.6	26.3	19.8	—
La Crosse				
Men	33.3	27.2	25.6	21.6
Women	31.0	27.6	27.0	23.4
Madison				
Men	37.6	28.3	24.8	—
Women	34.3	27.1	22.4	24.6
Milwaukee				
Men	38.9	29.1	24.2	21.1
Women	36.7	28.2	22.1	19.1
Oshkosh				
Men	33.1	27.9	24.3	22.0
Women	32.6	27.1	22.9	19.1
Platteville				
Men	31.6	26.0	24.0	—
Women	31.3	—	23.1	—
River Falls				
Men	31.7	25.1	21.5	19.8
Women	30.5	24.1	19.7	18.6
Stevens Point				
Men	31.4	26.3	22.6	19.5
Women	31.0	25.1	23.5	18.8
Stout				
Men	31.3	25.8	22.0	20.1
Women	31.9	24.7	22.4	19.6
Superior				
Men	33.7	26.2	20.8	—
Women	34.3	25.7	21.0	—
Whitewater				
Men	32.9	27.1	23.8	21.2
Women	32.4	26.6	22.6	20.4
Viterbo C				
Men	—	22.1	18.1	—
Women	—	21.7	18.1	16.4

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
Northwest CC				
Men	31.2	29.7	24.4	19.8
Women	—	—	22.4	18.6
U of Wyoming				
Men	37.5	32.4	26.2	24.4
Women	34.7	30.4	22.4	19.2
W Wyoming CC				
Men	34.3	31.0	29.1	22.2
Women	—	32.0	27.0	22.5

GUAM

	Prof	Assoc Prof	Asst Prof	Inst
U of Guam				
Men	31.8	25.7	21.2	19.3
Women	31.2	26.1	21.5	18.4

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
American C Puerto Rico				
Men	—	—	11.3	—
Women	—	—	—	—
Bayamon Central U				
Men	—	—	7.1	10.4
Women	—	—	12.5	23.6
Bayamon Tech U C				
Men	—	17.0	13.9	11.9
Women	—	16.3	14.1	11.4
Caribbean Center Advanced Studies				
Men	18.8	—	—	—
Women	14.0	—	—	—
Catholic U Puerto Rico				
Men	12.9	9.9	9.0	6.1
Women	13.1	9.4	7.5	6.8
Inter American U				
Aguadilla Br				
Men	—	—	13.4	10.9
Women	—	—	12.7	10.7
Fajardo				
Men	—	—	13.1	11.6
Women	—	—	12.7	11.5
Guayama				
Men	—	—	13.3	12.3
Women	—	—	12.6	11.3
Metro Campus				
Men	18.9	14.8	13.3	11.3
Women	20.0	15.3	13.3	10.9
San German Campus				
Men	18.9	12.9	12.4	11.7
Women	—	12.8	13.8	10.7
Central U Metropolitano				
Men	—	—	—	10.9
Women	—	16.7	12.4	10.4
Conservatory of Music PR				
Men	—	10.3	10.0	—
Women	—	10.3	10.0	—
Ponce Sch of Medicine				
Men	21.8	14.7	8.1	—
Women	—	—	—	11.5
Puerto Rico JC				
Men	—	—	12.6	11.5
Women	—	14.0	11.7	10.6
U Del Turabo				
Men	—	15.6	13.2	11.6
Women	—	16.1	13.1	10.2
U of Puerto Rico				
Cayey U C				
Men	27.5	21.3	17.1	13.8
Women	—	19.8	16.3	13.7
Humacao U C				
Men	25.5	19.4	16.8	13.3
Women	—	18.9	16.2	13.4
Mayaguez				
Men	26.8	20.4	18.0	14.6
Women	23.8	18.7	16.2	13.6
Medical Sciences				
Men	36.0	32.0	28.0	21.0
Women	36.0	32.0	28.0	21.0
Regional C's Admin				
Men	20.2	20.8	17.1	12.6
Women	21.3	18.7	17.1	12.6
Rio Piedras				
Men	26.0	20.4	16.9	13.4
Women	24.8	19.3	15.9	13.3
U of the Sacred Heart				
Men	19.7	12.8	14.2	12.0
Women	19.5	15.7	12.7	11.9

VIRGIN ISLANDS

	Prof	Assoc Prof	Asst Prof	Inst
C of Virgin Islands				
Men	32.2	25.8	22.4	19.4
Women	29.8	27.0	21.9	18.6

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News Summary

Articles on inside pages

Members of the U.S. Commission on Civil Rights have voted to cancel a study of the effects of cuts in student aid. Story on Page 17.

Most college presidents are not substantially involved in the academic affairs of their institutions, according to an as-yet-unpublished national study. Story on Page 21.

The total cost of needed repairs to buildings and equipment on American college campuses may be as high as $50-billion, according to the author of a forthcoming study. Story on Page 4.

After years of neglecting it, I.B.M. is going after the college market for research and instructional computers. Story on Page 9.

The basketball program at San Diego State University has been placed on one year's probation by the N.C.A.A. Story on Page 25.

J. Edgar Hoover, the late director of the Federal Bureau of Investigation, was just as much a captive of his heroic image as he was a manipulator of it, according to the historian Richard Gid Powers in his recently published study, *G-Men: Hoover's FBI in American Popular Culture.* Story on Page 5.

Taiwan plans to inaugurate a program to make higher education available to a wider segment of the population. Story on Page 27.

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Assassination of Its President Stuns Beirut U.

Trustees say commitment to mission remains firm

By PAUL DESRUISSEAUX

Shocked by the assassination in Lebanon last week of Malcolm H. Kerr, president of the American University of Beirut, the institution's board of trustees pledged that the university's commitment to its mission would remain firm, even in the face of anti-American acts.

Mr. Kerr was murdered by gunmen just outside his third-floor office in the university's main administration building.

Ten hours after the killing, the trustees met in an emergency session in New York City to discuss how the university should proceed in the face of increasing violence against American institutions and individuals in the war-torn Lebanese capital.

All Schools Cancel Classes

In Beirut, classes at the university were canceled for a five-day period of mourning. In a rare display of unity, all schools in both the predominantly Moslem western sector of the city and the Christian eastern half were closed out of respect for Mr. Kerr.

Although the university's 73-acre campus is located in West Beirut, its 4,800 students come from all parts of the city, the country, and the entire Middle East, and represent all of the region's religious and ethnic groups.

Mr. Kerr was on his way to his office

Continued on Page 29, Column 1

PHOTOGRAPH FOR THE CHRONICLE, ©1982 SIPA PRESS/ARAL FROM BLACK STAR

Malcolm H. Kerr, president of the American U. of Beirut, who was murdered last week in a hallway outside his campus office.

Families Found Pinched by Growth of College Tuition, Slowdown in Aid

By CHERYL M. FIELDS

WASHINGTON

Many families are having more difficulty paying for a college education. The growth of student-aid funds has stopped, college costs are continuing to rise, and family incomes have failed to keep pace.

Those are among the central conclusions of a study of trends in 20 years of financial aid to students, recently released by the College Board.

Student aid grew explosively in the 1960's and 1970's, but that growth stopped early in the 1980's, the study found.

"In real dollars, the value of total student aid increased 10 times between 1963 and 1975, after which it declined slightly for several years, resumed an upward trend in the late 1970's, and then fell off again at the beginning of the 1980's," the College Board said.

"Between 1980-81 and 1982-83, real increases in college costs ranged from 4 per cent at community colleges to 15 per cent at private universities, while real dispos-

Continued on Page 16, Column 3

8 Democrats Bring 'Media Politics' to Dartmouth

STUART BRATESMAN

Surrounded by photographers, Sen. John Glenn walks across the Dartmouth campus before the Democrats' debate.

By LAWRENCE BIEMILLER

HANOVER, N.H.

Politics has come a long way since 1769, the year in which George III, King of Great Britain and Ireland and Elector of Hanover, "by his special grace, certain knowledge, and mere motion" granted the charter that established Dartmouth College.

The King inherited his "special grace" and "certain knowledge" when he inherited his crown, but he lived in a simpler age. Today, with grace and certainty in shorter supply, those who wish their "mere motions" to be accorded kingly influence are required, at least in this country, to go to considerably more trouble—and they are strongly advised to start here, in New Hampshire, by participating in a quadrennial contest known as the New Hampshire primary.

It is an improbable exercise at best, played out in chilly, snow-covered towns and invested by the political columnists with a significance far out of proportion to the number of citizens who vote in it. But its date—this year it is scheduled for February 28—makes it the earliest Presidential primary in the country.

And, although its outcome is considered crucial, only snippets of the rhetoric it generates normally escape the confines of New Hampshire's living rooms and Rotary Clubs to reach voters elsewhere. So last fall the Democratic Caucus of the U.S. House of Representatives invited the Democratic Presidential candidates to take part beforehand in a debate that would be broadcast nationally from somewhere in the state. Dartmouth College, only half-understanding the magnitude of the logistical problems involved,

Continued on Page 12, Column 1

Companies' Gifts to Colleges Up Over 20 Pct. in 1982, Despite Sag in Profits, Survey Finds

NEW YORK

Despite a decline of 23 per cent in their profits, corporations increased their giving to higher education by more than 20 per cent in 1982, the Council for Financial Aid to Education said last week.

In its annual report on corporate giving, the council estimated total contributions by corporations to education for the year at $1.3-billion, a record. All but about 4 per cent of that goes to higher education.

Education received 44 per cent of all contributions, compared with 41.5 per cent the previous year.

The 20.4-per-cent increase in corporate contributions to education exceeded the increase of 13.5 per cent in corporate giving to all types of institutions and organizations.

Corporate products, equipment, and other noncash goods accounted for nearly 11 per cent of the corporations' total giving in 1982, the C.F.A.E. said.

For the corporations, 1982 was the third consecutive year of declining pretax net income—from a peak of $252.7-billion in 1979 to $174.2-billion in 1982, the C.F.A.E. said.

'Strong Commitment'

The increased giving in the face of that decline demonstrated the corporations' "strong commitment to education," said John R. Haire, president of the C.F.A.E., a nonprofit organization that promotes voluntary support of higher education.

The combination of smaller profits and larger contributions pushed the percentage of pretax net income given to education to 0.74 per cent, up from 0.48 per cent in 1981. The 1982 percentage was higher than that of any year since 1950, the first year for which estimates are available, the C.F.A.E. said.

The C.F.A.E. said corporations had been able to increase their giving during the period of declining profits because many of them gave through company foundations, which had built up a cushion of funds in more profitable years.

In 1975, when profits were high, the company foundations paid out in contributions only about 95 per cent of the money they received from their parent corporations, the C.F.A.E. said, but in each of the last three years the foundations paid out more than they received. In 1982, the foundations paid out 44.9 per cent more than they received.

The share of corporate gifts to education earmarked for grants to academic departments and research increased from 19 per cent in 1980 to 24 per cent in 1982.

The other 1982 corporate gifts to education were divided as follows: To match gifts of employees, 14.9 per cent; unrestricted operating grants, 12.0 per cent; education-related organizations, 10.9 per cent; capital grants, including endowment, 9.8 per cent; scholarships and fellowships, 7.3 per cent; student aid, 4.9 per cent; elementary and secondary education, 4.0 per cent; indirect grants through fund-raising consortia, 3.6 per cent; other support for education, 8.6 per cent.

The C.F.A.E.'s national estimates of giving to higher education were based on a survey of corporate contributions by C.F.A.E. and the Conference Board, a research organization concerned with business economics.

Copies of the report, *Corporate Support of Education 1982*, will be available in February for $6 from C.F.A.E., 680 Fifth Avenue, New York 10019. —JACK MAGARRELL

Corporate Giving to Colleges

	Corporate contributions to education	1-year change	As per cent of pretax net income	As per cent of all giving by corporations
1967	$ 315,000,000	+ 5.0%	0.40%	38.0%
1968	355,000,000	+12.7%	0.40%	35.3%
1969	375,000,000	+ 5.6%	0.43%	35.5%
1970	320,000,000	−14.7%	0.42%	40.2%
1971	345,000,000	+ 7.8%	0.40%	39.9%
1972	365,000,000	+ 5.8%	0.36%	36.2%
1973	410,000,000	+12.3%	0.33%	34.9%
1974	445,000,000	+ 8.5%	0.33%	37.1%
1975	450,000,000	+ 1.1%	0.34%	37.4%
1976	560,000,000	+24.4%	0.34%	37.7%
1977	665,000,000	+18.8%	0.34%	37.1%
1978	780,000,000	+17.3%	0.34%	37.4%
1979	880,000,000	+12.8%	0.35%	38.5%
1980	960,000,000	+ 9.1%	0.41%	40.7%
1981	1,080,000,000	+12.5%	0.48%	41.5%
1982	1,300,000,000	+20.4%	0.74%	44.1%

SOURCE: COUNCIL FOR FINANCIAL AID TO EDUCATION

4 Black Colleges in Boston U. Pact

BOSTON

The Boston University School of Medicine and four black colleges in Georgia have entered into a partnership to increase the number of black physicians in the United States.

The plan calls for sophomores at Clark College, Morehouse College, Morris Brown College, and Spelman College to begin taking special courses this summer in Boston.

The students will return to Boston University after their junior and senior years. The courses will be designed to help the students make the transition between undergraduate and medical schools.

The shortage of black doctors is near crisis stage, according to John I. Sandson, dean of the Boston medical school, who said there are 4 black doctors for every 10,000 black people in the country, compared to 20 physicians for every 10,000 people in the general population.

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$12,500,000
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August 1, 1982

$56,600,000
UNIVERSITY OF PENNSYLVANIA
$56,600,000
Bonds due serially through May 1, 2008
August 1, 1968

$6,700,000
HAVERFORD COLLEGE
$6,700,000
Notes due June 1, 1988
June 1, 1983

$4,830,000
LA SALLE COLLEGE
$4,830,000
Bonds due serially through May 1, 2003
May 1, 1983

$1,435,217
THOMAS COLLEGE
$1,435,217
Bonds due January 1, 1997
December 1, 1981

$10,500,000
BRYN MAWR COLLEGE
$10,500,000
Notes due March 1, 1985
March 1, 1982

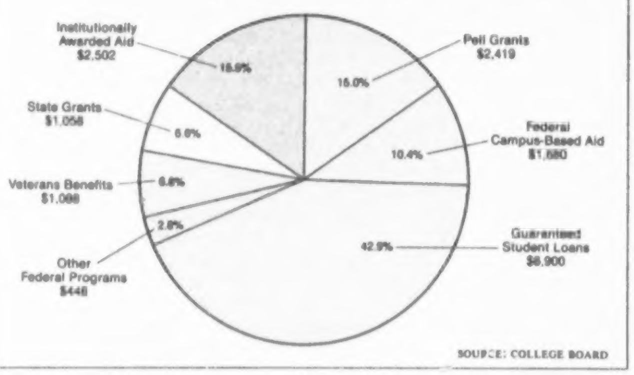
$15,000,000
BUCKNELL UNIVERSITY
$15,000,000
Notes due December 1, 1987
December 1, 1982

$15,695,000
DREXEL UNIVERSITY
$15,695,000
Bonds due serially through May 1, 2003
August 15, 1983

$12,550,000
BRYN MAWR COLLEGE
$12,550,000
Bonds due serially through September 1, 2003
September 1, 1983

$26,425,000
VILLANOVA UNIVERSITY
$11,880,000
Notes due August 1, 1987
$14,545,000
Bonds due serially through August 1, 2002
March 1, 1983

Sources of Student Aid, 1983-84
(in millions of dollars)



SOURCE: COLLEGE BOARD

Families Found Pinched

Continued from Page 1

able personal income remained the same and real median family income dropped 5 per cent.

"At the same time, total aid per full-time-equivalent student dropped 21 per cent and grants per full-time-equivalent student fell 26 per cent," the board noted.

In academic 1983-84, the total amount of aid estimated to be available to students from college, state, and federal programs is expected to be about $16.1-billion, down from a peak of $18-billion in 1981-82. If the figures are adjusted to reflect inflation, about $15.3-billion will be available in the current year, down from a peak of $19.3-billion in 1980-81.

"Most of the drop resulted from the phasing out of Social Security student benefits beginning in 1982, restrictions on eligibility for Guaranteed Student Loans that took effect in the fall of 1981, and a continued declined in the use of veterans' benefits that began in the mid-70's when Vietnam-era veterans started to reach the end of their eligibility" under the GI Bill, the report said.

Even though Congress rejected many of the cuts in federal student-aid programs that were proposed by President Reagan in the three federal budgets he has sent to Capitol Hill, it did agree in 1981 to phase out Social Security benefits for college students who are dependents of retired or deceased workers and to require students from families earning more than $30,000 annually to meet a "needs test."

The student-aid figures in the report include support for both undergraduate and graduate students. The board was unable to separate the data, the report said, because programs that provide aid to both undergraduates and graduates generally do not break it down by level.

The federal government is now the source of about 80 per cent of the total funds available for student assistance, compared to less than 40 per cent in the early 1960's, the report found.

It also found that students are relying increasingly on loans.

"From 1970-71 to 1975-76, grant aid increased from 66 per cent to 80 per cent of total aid awarded, while loans decreased from 29 to 17 per cent," the report said. "This pattern reversed itself in the mid-1970's. In 1983-84, the proportions of total aid awarded as grants and loans are about 48 per cent each, and work-study, 4 per cent."

Looking at the average grant and loan received by students, the report found: "Although total aid adjusted for inflation kept climbing until 1980-81, grant aid per full-time-equivalent student peaked in 1975-76 and has declined steadily since then.

"The average grant aid per full-time equivalent student is an estimated 53 per cent lower in 1983-84 than in 1975-76. Over the same period, the average loan per full-time-equivalent student grew by 123 per cent."

Copies of the report, *Trends in Student Aid: 1963 to 1983*, are available for $8 from College Board Publications, Box 886, New York 10101. Orders for five or more copies receive a 20-per-cent discount.

FACT-FILE

Sources of Student Aid

(Current dollars, in millions)

Academic Year (a)	1963-64	1970-71	1975-76	1977-78	1979-80	1980-81	1981-82*	1982-83*	1983-84*
Federally supported programs:									
Generally available aid:									
Pell Grants	—	—	$ 936	$1,588	$2,505	$2,607	$2,302	$2,439	$2,419
Supplemental Educational Opportunity Grants	—	$ 134	201	243	333	366	370	355	355
State Student Incentive Grants	—	—	20	60	76	76	76	74	60
College Work-Study (b)	—	227	295	469	595	658	591	565	641
National Direct Student Loans	$ 114	240	460	615	646	695	685	695	684
Guaranteed Student Loans and PLUS	—	1,015	1,267	1,737	3,926	6,204	7,267	6,350	6,900
Subtotal	114	1,616	3,179	4,712	8,081	10,607	11,292	10,478	11,059
Specially directed aid:									
Social Security (c)	—	499	1,093	1,370	1,587	1,883	1,996	733	220
Veterans (d)	67	1,121	4,180	2,598	1,784	1,738	1,336	1,302	1,088
Other grants	9	16	64	83	115	119	102	81	60
Other loans	—	42	45	42	42	61	88	99	108
Subtotal	76	1,678	5,381	4,093	3,528	3,801	3,522	2,216	1,476
Total federal aid	$ 190	$ 3,295	$ 8,561	$ 8,805	$11,609	$14,408	$14,814	$12,694	$12,535
State grant programs	56	236	490	677	788	801	921	1,025	1,058
Institutionally awarded aid	300	965	1,435	1,596	1,888	2,138	2,324	2,424	2,502
Total	**$ 546**	**$4,496**	**$10,486**	**$11,078**	**$14,284**	**$17,347**	**$18,058**	**$16,143**	**$16,095**

(Constant 1982 dollars, in millions)

	1963-64	1970-71	1975-76	1977-78	1979-80	1980-81	1981-82*	1982-83*	1983-84*
Federally supported programs:									
Generally available aid:									
Pell Grants	—	—	$1,629	$2,447	$3,113	$2,905	$2,[illegible]61	$2,398	$2,304
Supplemental Educational Opportunity Grants	—	$ 325	350	375	414	408	379	348	339
State Student Incentive Grants	—	—	34	92	95	85	78	72	57
College Work-Study (b)	—	552	513	723	740	734	606	555	611
National Direct Student Loans	$ 356	584	800	948	803	774	702	683	652
Guaranteed Student Loans and PLUS	—	2,466	2,204	2,677	4,880	6,914	7,453	6,242	6,573
Subtotal	356	3,927	5,530	7,262	10,044	11,821	11,581	10,300	10,535
Specially directed aid:									
Social Security (c)	—	1,212	1,901	2,111	1,972	2,099	2,047	721	210
Veterans (d)	211	2,724	7,271	4,003	2,218	1,937	1,370	1,280	1,036
Other grants	27	39	110	128	142	133	105	80	57
Other loans	—	102	78	65	52	68	90	97	103
Subtotal	238	4,077	9,361	6,307	4,385	4,236	3,612	2,178	1,406
Total federal aid	$ 594	$8,004	$14,891	$13,568	$14,429	$16,057	$15,192	$12,478	$11,941
State grant programs	176	574	853	1,044	979	893	944	1,008	1,008
Institutionally awarded aid	940	2,343	2,496	2,459	2,346	2,383	2,383	2,383	2,383
Total	**$1,709**	**$10,922**	**$18,240**	**$17,071**	**$17,754**	**$19,334**	**$18,520**	**$15,869**	**$15,332**

Distribution of Pell and Campus-Based Aid

	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83
Pell Grants:										
Public										
4-year	41.2%	40.1%	39.0%	42.8%	42.8%	39.4%	39.6%	38.0%	40.6%	38.5%
2-year	24.9%	26.7%	26.1%	23.4%	24.3%	23.2%	21.8%	22.1%	18.7%	18.2%
Total	66.0%	66.8%	65.0%	66.2%	67.0%	62.6%	61.4%	60.1%	59.4%	56.7%
Private	26.3%	24.4%	24.8%	24.6%	23.3%	26.8%	28.1%	27.5%	27.1%	26.5%
Proprietary	7.0%	8.7%	9.0%	8.1%	8.9%	10.6%	10.5%	12.3%	13.5%	16.8%
Other	0.6%	0.1%	1.1%	1.1%	0.8%	0.0%	0.0%	0.0%	0.0%	(e)
Campus-Based Grants (f):										
Public										
4-year	49.0%	47.6%	46.9%	47.2%	47.0%	44.8%	43.4%	43.0%	n/a	n/a
2-year	11.9%	12.7%	11.8%	11.8%	11.5%	11.0%	10.4%	10.1%	n/a	n/a
Total	60.9%	60.3%	58.7%	59.0%	58.5%	55.7%	53.7%	53.0%	n/a	n/a
Private	38.1%	36.8%	37.2%	36.0%	35.8%	37.4%	40.9%	41.8%	n/a	n/a
Proprietary	1.1%	2.9%	4.1%	4.9%	5.7%	6.9%	5.3%	5.2%	n/a	n/a

* Estimated.
(a) Defined as July 1 to June 30.
(b) Includes the federal and institutional shares.
(c) Figures are based on the Social Security Administration estimate that 82.5% of student benefits are for postsecondary schooling.
(d) Figures for 1963-64 and 1970-71 are estimates.
(e) Less than .05%.
(f) Includes National Direct Student Loan, College-Work Study, and Supplemental Educational Opportunity Grant programs.
n/a Not available.
Note: Columns may not add to totals because of rounding.

SOURCE: COLLEGE BOARD

ECONOMIC DEVELOPMENT AND THE COMMUNITY COLLEGE

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Those interested in presenting a paper are invited to submit an abstract approximately 250 words by March 1, 1984. Authors of accepted papers will be notified by mail by March 12. Presentations will be limited to 15 to 20 minutes.

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News Summary

Articles on inside pages

Apple Computer is offering its new model to 24 colleges at a substantial discount. Story on Page 11.

College freshmen today are "more materialistic and less altruistic" than freshmen of a decade ago, according to a new report. Story on Page 12.

Registration of college-age voters is a high priority of students interested in youths' having a voice in the 1984 elections. Story on Page 15.

Federally financed research on education has not been disseminated effectively, says a report prepared for the National Institute of Education. Story on Page 17.

Early-retirement plans are getting mixed results at about 100 colleges in the U.S. Story on Page 23.

Some of the provisions of the French government's plan to revamp higher education have been declared unconstitutional. Story on Page 31.

Several Canadians who play ice hockey at U.S. universities are in danger of losing their amateur standing. Story on Page 27.

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Crackdown Set on Freshman 'No-Shows'

More accepted students are forfeiting deposits

By **JACK MAGARRELL**

Colleges and universities are cracking down on applicants who renege on their commitments to enroll.

To keep their options open—and postpone their decision on which college to attend—more and more students are paying and forfeiting multiple tuition deposits.

Now some institutions—Stanford University and the University of Pennsylvania among them—are threatening to cancel offers of admission if double deposits are discovered.

College officials are concerned about the trend because late decisions by students make planning for incoming freshman classes more uncertain.

At some smaller institutions, the "no-show" students may leave the freshman class with empty spaces that might have been filled by other applicants if the decision had been made earlier.

Admissions officers are discussing several tactics aimed at getting students to make their choice of college earlier and to stick with their decision.

The Consortium on Financing Higher

Continued on Page 22, Column 1

BUT FEW EFFECTS ON HISPANICS

5 Black Colleges in Canceled Study Say Cuts in U.S. Aid Hurt Their Students

By **CHARLES S. FARRELL**

Officials of the five predominantly black colleges that were to have been included in a U.S. Commission on Civil Rights study of student aid say recent reductions in such support have seriously damaged educational opportunities for their students.

But the three institutions with large Hispanic enrollments that were to have been in the now-canceled study report few effects so far from the federal cutbacks.

The eight institutions had been picked by the civil-rights commission for a study of the effects of student-aid cuts on institutions with large numbers of black and Hispanic students. They were chosen because they represent a cross section of such institutions, a commission spokesman said.

Canceled by 5-3 Vote

The commission voted 5 to 3 at a meeting in January to cancel the study, with the majority saying the panel had no authority to conduct such a review. Linda Chavez, staff director of the commission, had suggested the cancellation.

"Unless the commission wishes to establish that federal student financial aid is a civil right guaranteed to members of minority groups," she said, "this project would appear clearly beyond our jurisdiction."

JOHN C. PHILLIPS

"This project would appear clearly beyond our jurisdiction."
—Civil-rights panel's Linda Chavez

All of the financial-aid officials at the eight institutions said they felt the federal government did have an obligation to provide financial aid to minority-group students who can't afford to attend college on their own. Without that assistance, they said, black and Hispanic students will be denied the educational opportunities they need to succeed.

'A Tremendous Effect'

The cuts in federal support for students have had "quite a tremendous effect," at Mississippi Valley State University, said Claiborne C. Davis, director of financial aid.

In the past year, the university lost about $100,000 in federal student aid, he said. "We've not been able to give students the necessary aid for them to attend Mississippi Valley because of the reductions. If we had the money, we might have had 200 to 300 more students."

The students who could not afford to attend Mississippi Valley either are not going to college at all, Mr. Davis said, or are attending less expensive community colleges. Careers, he added, could be sabotaged by a student's inability to attend a

Continued on Page 18, Column 1

Canadian Universities Are Warned of Faculty Shortage by Year 2000

By **MARK GERSON**

TORONTO

Canadian universities could face an acute shortage of qualified faculty members in all disciplines by the end of the next decade, a national study commission has warned.

In the third and final volume of its report *To Know Ourselves*, the Commission on Canadian Studies urged the government and universities to act now "to prepare the Canadian graduates who will be needed for these academic positions."

The government and the universities must cooperate in the development of a "national strategy for higher education," it added.

The new demand for faculty members will be created in the 1990's by a surge in enrollments and a wave of faculty retirements, the commission said.

Importing Faculty Members

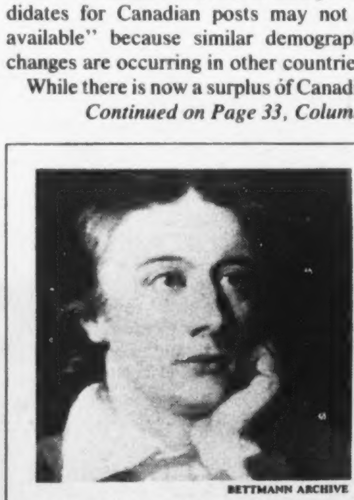
The commission was established in 1972 by the Association of Universities and Colleges of Canada to investigate the state of university teaching and research in areas relating to Canada itself. Its first two volumes, both published in 1976, documented the neglect of Canadian studies by the country's universities.

The latest volume, released in January, concentrates on the "human resources" needed to meet its agenda for higher education.

Unless specific steps are taken immediately, the report said, Canadian universities may have to import foreign faculty members on as massive a scale as they did in the 1960's. However, it added, by the 1990's "a similar reservoir of foreign candidates for Canadian posts may not be available" because similar demographic changes are occurring in other countries.

While there is now a surplus of Canadian

Continued on Page 33, Column 1



BETTMANN ARCHIVE

The Linguistic Art of Keats's Odes

John Keats was a skilled craftsman of the language, a fact about the Romantic poet that many critics have overlooked, says Helen Vendler. Her new book, *The Odes of John Keats*, is an analysis of the words and lyrical structure of the odes.

For details, see the "Scholarship" section, beginning on Page 5.

Freshmen Found 'More Materialistic and Less Altruistic' than Predecessors

By JEAN EVANGELAUF

► Well over a third of this year's college freshmen have written a computer program in the past year—compared to only about 27 per cent of last year's class.

► In a reversal of long-time trend, more freshmen this year are from families earning less than $12,500 per year.

► For the first time, a majority of freshmen support busing to achieve racial integration in the schools.

Those are among the survey findings presented in *The American Freshman: National Norms For Fall 1983*, by Alexander W. Astin and others. The survey, in its eighteenth year, is conducted by the Cooperative Institutional Research Program of the University of California at Los Angeles and the American Council on Education.

Mr. Astin said last fall's entering students were "more materialistic and less altruistic" than freshman classes of a decade ago.

This year 69.3 per cent of the freshmen said they believed that being well off was very important. Ten years ago the figure on the same question was slightly under 50 per cent.

By contrast, this year about 44 per cent of the freshmen believe it is important to develop a meaningful philosophy of life, down from about 70 per cent a decade ago.

Mr. Astin said students who indicated that it was important to develop a meaningful philosophy of life tended to attach less importance to being very well off financially, and vice versa. "If your goal is to be rich, this obviates the need to develop a philosophy of life," he said. "Making money becomes a philosophy of life in itself."

Liberal Arts 'Taking a Beating'

Students, Mr. Astin said, are increasingly interested in pursuing careers that require no graduate training and have the potential to pay well.

"The liberal arts are taking a beating in the face of computer science, engineering, and business," he said. "Economics is the only social science where student interest hasn't declined over the last few years." Career interest in nursing, social work, and teaching is at an all-time low, he added.

The statistics are based on a sample of 254,317 new freshmen in 489 colleges and universities. The data are presented separately for men and women; for predominantly black institutions; by type, control, and selectivity of the institution; and by geographic region.

Of the 10-percentage-point rise in the number of students who had written a computer program in the last year, Mr. Astin said, "It is remarkable to see a change that large in any category of the survey." About a quarter of the freshmen reported that they had taken a "computer-assisted course."

Smoking is on a downward trend overall, but in a reversal from a decade ago, female students are more likely to smoke than are male students. This year 13.6 per cent of the women reported smoking frequently, compared to 8 per cent of the men.

For the first time since the survey was begun, there were increases over the previous year in the percentages of both students from high-income families ($40,000 or more) and those from families earning less than $12,500. Mr. Astin called this "somewhat startling," because in past years the percentage of students from low-income families declined, "no doubt reflecting the effects of inflation." He suggested one reason for the change was that "recent economic events have served to redistribute income from the less to the more wealthy."

About a quarter of the freshmen at predominantly black institutions expressed significant concern about meeting college costs, compared with about 15 per cent at all institutions combined. About 40 per cent of the students at black colleges were receiving no financial assistance from their parents, and an additional 25.4 per cent received less than $500. Overall, 29.2 per cent of students received no parental aid, and about 16 per cent received less than $500.

The survey asked the students whether they had met or exceeded the high-school course recommendations of the National Commission on Excellence in Education. The percentages varied greatly according to region. For example, 93.7 per cent of students attending colleges in the East had taken four years of English, compared to 80.4 per cent of students in the Midwest, 90 per cent in the South, and and 90.6 per cent in the West.

About 42 per cent of the freshmen in Eastern schools had taken at least one year of civics. For students in the West, the figure was 66.5 per cent. About 55 per cent of Midwestern and nearly 57 per cent of Southern students had taken civics.

Regional variations also occurred in questions about federal government policy. Support for increased military spending ranged from a low of 32.8 per cent in the Midwest to a high of 45.9 per cent in the South. Support for a national health-care plan ranged from 53.6 per cent in the West to 62.7 per cent in the East.

Support for Busing

Support of busing to achieve racial balance ranged from 46.4 per cent in the Midwest to 52.9 per cent in the East. Overall, busing received the support of 50.7 per cent of the freshmen.

The survey report noted that the students' high schools were considerably more integrated than their home neighborhoods. Only about 20 per cent of the students said their schools were completely white or nonwhite, while 51 per cent said their neighborhoods were not racially mixed.

The increased support for school busing over the years may mean that "the more personal experience students have with busing, the more they support it," the report added.

The American Freshman may be purchased from the Cooperative Institutional Research Program, Graduate School of Education, University of California, Los Angeles 90024. The price is $8.25.

National Conference on Technology and Education

Sponsored by the University of Texas at Austin College of Education
And Tandy Corporation/Radio Shack Education Division

The National Conference on Technology and Education will be held April 19-20 in Fort Worth, Texas. The two-day conference is co-sponsored by the University of Texas at Austin, College of Education, Continuing Education Program, and Tandy Corporation/Radio Shack Education Division.

Discover the impact of new technologies on the classroom. The Conference on Technology and Education will offer educational decision makers a forum to explore applications of computer technology as well as potential benefits and problems of computer usage in education. Featured: keynote speakers, breakout sessions dealing with topical issues, as well as demonstrations of present technology will provide current information for concerned educators.

Explore the ways in which educators can effectively prepare today's schools and youth for the information age. Participants can attend sessions focusing on educational courseware, classroom networking, hardware and software purchasing considerations, computer curriculum planning, administrative courseware, courseware evaluation and teacher training. Educators can select from these topics of interest and many more. An exhibit area will also be featured.

Receive credit for your efforts. To those who request it, a Continuing Education Credit Unit of 2.0 hours will be granted and certificates issued by the University of Texas College of Education upon completion of the conference. Those who wish, and whose districts approve, may receive "inservice training credits" for attendance. (An additional fee is required to receive CEUs.)

Take advantage of this unique opportunity. Plan to attend the National Conference on Technology and Education. Registration fee is $95.00. Attendance is limited, so send for your registration form today.

To receive more information and registration materials for the National Conference on Technology and Education, mail this completed form to:

The University of Texas at Austin, College of Education,
Continuing Education Program, EDB 374, Austin, Texas 78712

NAME ____________________
ADDRESS ____________________
CITY ____________ STATE ________ ZIP ________
SCHOOL/ORGANIZATION ____________________
POSITION ____________________
TELEPHONE ____________________

FACT-FILE

Freshman Characteristics and Attitudes

A national profile based on responses of 254,000 students who entered college in the fall of 1983

Characteristics

Age by December 31, 1983:	
16 or younger	0.1%
17	2.4%
18	72.7%
19	19.8%
20	2.0%
21-24	1.7%
25-29	0.7%
30-39	0.5%
40-54	0.2%
55 or older	0.0%

Racial/ethnic background:	
White	86.9%
Black	9.0%
American Indian	1.1%
Asian	1.6%
Mexican	0.9%
Puerto Rican	0.7%
Other	1.6%

Average grade in high school:	
A or A+	9.4%
A−	11.0%
B+	18.6%
B	25.8%
B−	14.2%
C+	12.7%
C	7.8%
D	0.5%

Academic rank in high school:	
Top 20%	39.4%
Second 20%	22.8%
Middle 20%	30.6%
Fourth 20%	6.2%
Lowest 20%	1.0%

Year of high-school graduation:	
1983	93.3%
1982	2.8%
1981	0.8%
1980 or earlier	1.9%
H. S. equivalency (G. E. D. test)	1.0%
Never completed high school	0.2%

Type of high school attended:	
Public	84.5%
Private (denominational)	11.2%
Private (nondenominational)	3.6%
Other	0.7%

Have met or exceeded recommended years of study, as proposed by the National Commission on Excellence in Education, in:	
English (4 years)	89.2%
Mathematics (3 years)	83.3%
Foreign language (2 years)	64.2%
Physical science (2 years)	55.6%
Biological science (2 years)	35.9%
Civics (1 year)	50.5%
Social studies (3 years)	66.1%

Racial composition of high-school:	
Completely white	19.3%
Mostly white	60.0%
Roughly half-white	15.4%
Mostly non-white	4.2%
Completely non-white	1.1%

Racial composition of neighborhood:	
Completely white	47.6%
Mostly white	38.7%
Roughly half-white	5.2%
Mostly non-white	5.1%
Completely non-white	3.4%

Marital status:	
Not presently married	98.6%
Married, living with spouse	1.1%
Married, not living with spouse	0.3%

Disabilities:	
Hearing	0.7%
Speech	0.3%
Visual	2.2%
Orthopedic	0.9%
Learning	0.7%
Health-related	0.9%
Other	1.2%

Current religious preference:	
Jewish	3.1%
Protestant	32.0%
Roman Catholic	39.3%
Other	17.9%
None	7.6%

Residence planned during fall term:	
With parents, relatives	35.9%
Other private home or apartment	6.6%
College dormitory	54.5%
Fraternity or sorority house	0.5%
Other campus housing	1.7%
Other	0.7%

Residence preferred during fall term:	
With parents or relatives	19.6%
Other private home or apartment	27.3%
College dormitory	41.1%
Fraternity/sorority house	5.0%
Other campus housing	4.6%
Other	2.3%

Father's occupation:	
Artist (incl. performer)	0.9%
Businessman	29.2%
Member of clergy or religious worker	0.9%
Engineer	8.6%
Farmer or forester	3.9%
Lawyer	1.4%
Military man	1.8%
Physician or dentist	2.2%
Other health professional	1.3%
Research scientist	0.6%
Teacher or administrator, college	0.9%
Teacher or administrator, elementary	0.6%
Teacher or administrator, secondary	3.4%
Worker, skilled	10.8%
Worker, semiskilled	5.4%
Worker, unskilled	3.3%
Other occupation	21.7%
Unemployed	3.2%

Father's education:	
Grammar school or less	4.9%
Some high school	10.4%
High-school diploma	29.3%
Postsecondary other than college	4.8%
Some college	13.7%
College degree	19.5%
Some graduate school	2.3%
Graduate degree	15.1%

Mother's occupation:	
Artist (incl. performer)	1.4%
Businesswoman	10.8%
Member of clergy or religious worker	0.1%
Clerical worker	11.3%
Engineer	0.1%
Farmer or forester	0.3%
Homemaker (full time)	25.1%
Lawyer	0.1%
Nurse	7.4%
Physician or dentist	0.3%
Other health professional	1.9%
Research scientist	0.2%
Social, welfare, or recreation worker	1.2%
Teacher or administrator, college	0.3%
Teacher or administrator, elementary	5.2%
Teacher or administrator, secondary	3.0%
Worker, skilled	2.0%
Worker, semiskilled	3.4%
Worker, unskilled	2.4%
Other occupation	16.5%
Unemployed	7.1%

Mother's education:	
Grammar school or less	3.3%
Some high school	8.2%
High-school diploma	40.6%
Postsecondary other than college	7.5%
Some college	14.9%
College degree	16.3%
Some graduate school	2.2%
Graduate degree	7.1%

Students estimate chances are very good that they will:	
Change major field	12.0%
Change career choice	11.2%
Fail one or more courses	1.3%
Graduate with honors	12.0%
Be elected to student office	2.8%
Get a job to pay college expenses	36.6%
Work full time while attending college	3.3%
Join a social fraternity or sorority	16.2%
Live in a coeducational dormitory	26.1%
Play varsity athletics	14.6%
Be elected to an honor society	6.9%
Make at least a B average	40.7%
Need extra time to complete degree	5.2%
Need tutoring in some courses	9.3%
Work at outside job	20.9%
Seek vocational counseling	5.9%
Seek individual counseling	3.8%
Get a bachelor's degree	64.9%
Participate in student protests	3.5%
Drop out temporarily	1.1%
Drop out permanently	0.9%
Transfer to another college	10.4%
Be satisfied with college	54.7%
Find employment in preferred field	68.8%
Marry while in college	4.5%
Marry within a year after college	15.6%

Number of other colleges applied to for admission this year:	
None	37.8%
One	17.6%
Two	16.9%
Three	13.4%
Four	6.6%
Five	3.8%
Six or more	3.9%

Number of other college acceptances this year:	
None	18.4%
One	30.4%
Two	24.2%
Three	15.4%
Four	6.5%
Five	2.7%
Six or more	2.4%

College attended is student's:	
First choice	73.7%
Second choice	20.2%
Third choice	4.3%
Other	1.8%

Distance from home to college:	
5 miles or less	10.7%
6-10 miles	11.2%
11-50 miles	28.9%
51-100 miles	15.9%
101-500 miles	25.7%
More than 500 miles	8.3%

Reasons noted as very important in deciding to go to college:	
Parents' wishes	32.0%
Could not find job	6.2%
Wanted to get away from home	10.3%
To be able to get a better job	76.2%
To gain general education	63.9%
To improve reading and study skills	41.8%
Nothing better to do	2.4%
To become a more cultured person	31.8%
To be able to make more money	66.7%
To learn more about things	71.7%
To meet new, interesting people	54.6%
To prepare for graduate school	47.0%

Reasons noted as very important in selecting college attended:	
Relatives' wishes	6.3%
Teacher's advice	4.0%
Good academic reputation	52.6%
Good social reputation	20.6%
Offered financial assistance	20.8%
Offers special programs	21.9%
Low tuition	21.3%
Advice of guidance counselor	8.1%
Wanted to live near home	19.7%
Friend's suggestion	6.7%
Recruited by college	3.0%
Recruited by athletic department	4.2%
Graduates go to top graduate schools	25.8%
Graduates get good jobs	46.4%

Highest degree planned at college attended:	
None	3.8%
Vocational certificate	2.2%
Associate (or equiv.)	23.0%
Bachelor's	52.9%
Master's	10.4%
Ph.D. or Ed.D.	1.7%
M.D., D.O., D.D.S., or D.V.M.	1.6%
LL.B. or J.D.	1.1%
B.D. or M.Div.	0.7%
Other	2.5%

Highest degree planned anywhere:	
None	2.1%
Vocational certificate	1.5%
Associate (or equiv.)	7.0%
Bachelor's	36.5%
Master's	30.4%
Ph.D. or Ed.D.	8.5%
M.D., D.O., D.D.S., or D.V.M.	6.3%
LL.B. or J.D.	4.1%
B.D. or M.Div.	0.7%
Other	2.8%

Probable field of study:	
Accounting	6.3%
Aeronautical engineering	1.2%
Agriculture	1.3%
Anthropology	0.1%
Architecture, urban planning	0.7%
Art, fine and applied	2.1%
Arts and humanities (misc.)	0.6%
Astronomy	0.1%
Atmospheric science	0.1%
Biochemistry or biophysics	0.5%
Biological sciences (misc.)	0.6%
Biology (general)	1.7%
Botany	0.1%
Building trades	0.3%
Business (misc.)	1.4%
Business administration (general)	7.0%
Business education	0.2%
Chemical engineering	0.9%
Chemistry	0.8%
Civil engineering	0.8%
Communications	2.1%
Computer science	4.5%
Data processing, computer programming	3.8%
Drafting or design	0.7%
Earth science	0.2%
Economics	0.4%
Education (misc.)	0.2%
Electrical or electronic engineering	4.3%
Electronics	0.7%
Elementary education	2.4%
Engineering (misc.)	1.8%
English	0.9%
Ethnic studies	0.0%
Finance	1.0%
Foreign language	0.4%
Geography	0.0%
Health technology	1.8%
History	0.5%
Home economics	0.5%
Industrial engineering	0.5%
Forestry	0.6%
Journalism	1.4%
Law enforcement	1.6%
Library science	0.0%
Management	4.2%
Marine science	0.1%
Marine-life science	0.3%
Marketing	2.2%
Mathematics	0.8%
Mechanical engineering	2.2%
Mechanics	0.6%
Microbiology or bacteriology	0.3%
Military science	0.1%
Music	1.0%
Music or art education	0.3%
Nursing	4.4%
Pharmacy	0.5%
Philosophy	0.1%
Physical education	1.2%
Physical sciences (misc.)	0.1%
Physics	0.4%
Political science	1.9%
Pre-dental, pre-medical, pre-veterinary	3.2%
Professional (misc.)	1.3%
Psychology	2.3%
Secondary education	0.8%
Secretarial studies	2.3%
Social work	0.9%
Social sciences (misc.)	0.2%
Sociology	0.3%
Special education	0.9%
Speech	0.1%
Statistics	0.0%
Theater and drama	0.6%
Theology and religion	0.2%
Therapy	2.0%
Women's studies	0.0%
Zoology	0.3%
Other fields	1.2%
Other technical fields	0.7%
Undecided	4.9%

Probable career occupation:	
Accountant or actuary	5.9%
Actor or entertainer	0.8%
Architect or urban planner	1.2%
Artist	1.7%
Business (clerical)	2.0%
Business executive	10.6%
Business proprietor	2.7%
Business salesperson or buyer	1.2%
Clergy (minister or priest)	0.2%
Clergy (misc.)	0.1%
Clinical psychologist	0.9%
Computer programmer or analyst	8.5%
Conservationist or forester	0.7%
Dentist	0.7%
Dietitian or home economist	0.3%
Educator (college)	0.2%
Educator (elementary)	3.1%
Educator (secondary)	2.0%
Engineer	10.8%
Farmer or rancher	0.8%
Foreign-service worker	0.6%
Homemaker (full-time)	0.1%
Interior decorator	0.4%
Interpreter	0.2%
Journalist or writer	2.0%
Lab technician or hygienist	1.3%
Law-enforcement officer	1.2%
Lawyer or judge	3.9%
Military person	1.1%
Musician	1.1%
Nurse	4.4%
Optometrist	0.3%
Pharmacist	0.6%
Physician	3.9%
Research scientist	1.5%
School counselor	0.2%
School principal or superintendent	0.0%
Social, welfare, or recreation worker	1.3%
Statistician	0.1%
Therapist	2.3%
Veterinarian	1.0%
Skilled trades	1.5%
Other occupation	6.4%
Undecided	10.1%

Estimated parental income:	
Less than $4,000	3.2%
$4,000-$5,999	2.4%
$6,000-$7,999	2.4%
$8,000-$9,999	2.9%
$10,000-$12,499	5.6%
$12,500-$14,999	5.0%
$15,000-$19,999	8.7%
$20,000-$24,999	12.6%
$25,000-$29,999	10.5%
$30,000-$39,999	19.9%
$40,000-$49,999	11.2%
$50,000-$99,999	12.3%
$100,000 or more	3.4%

Continued on Following Page

Note: Because of multiple responses, sections may not add to 100 per cent.

FACT-FILE—Continued

Number of parents' dependents:

One	6.3%
Two	12.1%
Three	23.6%
Four	28.9%
Five	18.5%
Six or more	10.6%

Number of other dependents currently attending college:

None	66.5%
One	24.5%
Two	6.4%
Three or more	2.6%

Concern about financing college:

None	33.5%
Some	51.7%
Much	14.9%

Support from parental aid:

None	29.2%
$1-$499	16.1%

Support from parental aid: (Continued)

$500-$999	10.0%
$1,000-$1,499	7.8%
$1,500-$2,000	7.2%
Over $2,000	29.8%

Support from Pell Grant:

None	73.5%
$1-$499	6.8%
$500-$999	7.5%
$1,000-$1,499	5.7%
$1,500-$2,000	3.8%
Over $2,000	2.6%

Support from Supplemental Educational Opportunity Grant:

None	93.2%
$1-$499	2.7%
$500-$999	2.2%
$1,000-$1,499	1.2%
$1,500-$2,000	0.5%
Over $2,000	0.3%

Support from state scholarship or grant:

None	84.3%
$1-$499	6.6%
$500-$999	4.6%
$1,000-$1,499	2.4%
$1,500-$2,000	1.1%
Over $2,000	1.0%

Support from college grant:

None	86.7%
$1-$499	3.8%
$500-$999	3.0%
$1,000-$1,499	2.2%
$1,500-$2,000	1.4%
Over $2,000	2.9%

Support from College Work-Study grant:

None	86.6%
$1-$499	4.6%
$500-$999	5.0%
$1,000-$1,499	2.8%

Support from College Work-Study grant: (Continued)

$1,500-$2,000	0.8%
Over $2,000	0.2%

Support from part-time employment:

None	76.3%
$1-$499	15.3%
$500-$999	5.4%
$1,000-$1,499	1.8%
$1,500-$2,000	0.6%
Over $2,000	0.5%

Support from summer employment:

None	59.5%
$1-$499	19.8%
$500-$999	11.2%
$1,000-$1,499	5.5%
$1,500-$2,000	2.2%
Over $2,000	1.8%

Support from federal Guaranteed Student Loan:

None	78.2%
$1-$499	1.7%
$500-$999	2.5%
$1,000-$1,499	3.5%
$1,500-$2,000	4.1%
Over $2,000	10.1%

Support from college loan:

None	96.3%
$1-$499	0.7%
$500-$999	0.8%
$1,000-$1,499	0.7%
$1,500 and over	1.4%

Support from National Direct Student Loan:

None	93.2%
$1-$499	1.4%
$500-$999	1.9%
$1,000-$1,499	1.7%
$1,500 and over	1.9%

Attitudes and Activities

	All institutions			2-year colleges		4-year colleges				Universities		Predominantly black colleges	
	Men	Women	Total	Public	Private	Public	Pvt., non-sectarian	Protestant	Catholic	Public	Private	Public	Private
Activities in the past year:													
Wrote computer programs	43.6%	31.6%	37.5%	33.7%	24.4%	37.7%	38.7%	36.7%	40.7%	44.2%	49.4%	20.7%	33.0%
Played musical instrument	38.6%	47.5%	43.1%	38.1%	39.6%	42.8%	47.2%	51.5%	43.8%	48.1%	50.2%	37.1%	44.4%
Attended a religious service	82.4%	88.0%	85.3%	81.6%	86.1%	87.6%	85.1%	91.3%	93.4%	86.2%	85.4%	89.2%	94.6%
Smoked cigarettes frequently	8.0%	13.6%	10.9%	14.5%	17.8%	9.1%	9.8%	6.3%	8.8%	7.5%	6.4%	7.7%	4.5%
Took vitamins	61.3%	70.0%	65.7%	63.4%	66.4%	64.4%	68.9%	71.6%	68.5%	67.2%	68.9%	53.1%	62.6%
Participated in demonstration	18.7%	22.3%	20.5%	18.7%	25.0%	23.0%	23.5%	20.6%	22.0%	19.1%	17.5%	30.8%	36.5%
Took tranquilizing pill	4.3%	4.4%	4.4%	4.1%	6.3%	4.1%	5.0%	5.4%	4.0%	4.2%	4.0%	2.3%	2.9%
Wore glasses or contact lenses	37.3%	49.6%	43.6%	44.0%	40.3%	41.6%	40.9%	49.2%	45.6%	44.8%	46.6%	36.4%	36.1%
Took televised course	3.3%	2.6%	2.9%	3.3%	3.1%	2.7%	3.0%	2.5%	3.4%	2.6%	2.5%	3.7%	5.0%
Took computer-assisted course	27.7%	23.6%	25.6%	23.7%	18.6%	26.7%	25.6%	25.1%	28.5%	28.8%	28.5%	19.3%	28.9%
Attended recital or concert	71.3%	78.3%	74.9%	68.6%	71.4%	76.5%	80.7%	78.9%	77.1%	79.3%	84.1%	68.5%	78.1%
Took sleeping pills	2.6%	2.8%	2.7%	2.5%	4.1%	2.5%	3.2%	3.8%	2.7%	2.6%	2.6%	2.1%	2.8%
Jogged frequently	29.2%	19.2%	24.1%	19.7%	23.6%	27.5%	27.2%	28.7%	25.7%	24.6%	27.7%	28.1%	27.3%
Did other vigorous exercise frequently	56.7%	40.7%	48.5%	42.9%	44.7%	50.3%	52.5%	52.2%	51.0%	52.9%	56.7%	41.0%	43.7%
Stayed up all night	71.1%	71.8%	71.4%	69.9%	72.8%	72.1%	72.4%	70.1%	71.0%	73.3%	71.6%	56.2%	46.7%
Drank beer	77.2%	67.5%	72.3%	73.4%	70.3%	72.3%	68.2%	59.8%	77.1%	75.0%	73.1%	56.2%	46.7%
Worked in political campaign	7.4%	7.7%	7.5%	4.7%	6.8%	7.9%	10.9%	10.1%	9.9%	9.0%	11.6%	9.7%	16.2%
Overslept and missed class or appointment	24.1%	24.7%	24.4%	21.7%	28.1%	24.7%	28.7%	25.3%	23.5%	26.0%	25.8%	26.2%	25.8%
Didn't complete homework on time	63.9%	57.7%	60.7%	56.4%	64.1%	62.9%	65.8%	64.2%	60.7%	62.9%	58.8%	57.8%	61.4%
Political views:													
Far left	2.2%	1.5%	1.9%	2.0%	2.9%	1.9%	2.3%	1.5%	1.4%	1.5%	1.4%	4.7%	3.7%
Liberal	18.7%	19.6%	19.2%	16.0%	18.9%	19.1%	24.8%	19.2%	17.0%	21.2%	25.3%	25.5%	30.6%
Middle of the road	56.8%	63.7%	60.3%	65.6%	60.7%	60.7%	51.9%	55.6%	61.4%	57.6%	49.0%	47.9%	46.9%
Conservative	20.7%	14.4%	17.5%	15.0%	16.4%	17.2%	19.8%	22.7%	18.2%	18.8%	23.3%	19.6%	17.0%
Far right	1.6%	0.7%	1.2%	1.4%	1.2%	1.1%	1.3%	1.0%	1.0%	0.9%	1.1%	2.4%	1.8%
Agree strongly or somewhat that:													
Government isn't protecting consumer	61.9%	69.8%	65.9%	68.1%	69.8%	66.5%	65.3%	63.9%	65.4%	62.8%	59.2%	73.0%	74.6%
Government isn't protecting environment	77.6%	82.3%	80.0%	79.1%	79.5%	79.9%	81.9%	80.3%	81.1%	80.2%	81.9%	75.0%	78.9%
Government should discourage the use of energy	71.6%	78.4%	75.0%	73.4%	75.5%	75.5%	77.1%	75.2%	75.9%	75.7%	76.8%	73.9%	73.3%
Military spending should be increased	45.8%	28.3%	36.9%	38.3%	43.2%	40.0%	34.2%	37.2%	28.5%	33.0%	30.8%	44.1%	31.6%
Criminals have too many rights	72.5%	65.2%	68.8%	70.1%	67.4%	69.4%	65.4%	69.6%	66.6%	68.3%	66.0%	55.8%	55.8%
Inflation is the country's biggest domestic problem	63.8%	73.2%	68.6%	73.1%	74.6%	70.5%	64.3%	64.5%	66.8%	63.5%	53.1%	78.8%	77.4%
The death penalty should be abolished	23.9%	33.7%	28.9%	27.4%	28.5%	29.2%	32.2%	27.3%	34.4%	28.4%	31.8%	45.9%	46.3%
Government should provide a national health-care plan	56.4%	62.3%	59.4%	62.1%	63.9%	60.4%	60.4%	53.8%	61.1%	54.5%	52.2%	73.8%	74.2%
Abortion should be legalized	54.7%	54.8%	54.8%	53.0%	51.9%	55.1%	60.0%	47.5%	35.8%	59.8%	60.8%	58.1%	57.7%
Grading in high school is too easy	58.2%	58.2%	58.2%	56.0%	50.3%	57.4%	58.0%	63.1%	58.1%	62.3%	65.6%	38.0%	44.5%
Women's activities should be confined to the home	32.0%	17.2%	24.5%	27.6%	30.3%	24.6%	22.9%	24.2%	20.6%	20.1%	17.7%	35.7%	29.5%
Couples should live together before marriage	50.1%	39.7%	44.8%	48.8%	44.7%	42.6%	46.5%	31.9%	33.6%	44.3%	45.9%	50.0%	42.1%
Large families should be discouraged	40.9%	31.3%	36.0%	37.2%	33.6%	35.3%	36.3%	35.0%	24.5%	36.9%	36.5%	31.1%	27.2%
Divorce laws should be liberalized	46.6%	42.7%	44.7%	47.4%	49.0%	45.1%	45.4%	34.5%	33.8%	43.6%	39.2%	55.6%	54.4%
It is all right for people who like each other to have sex	64.5%	33.6%	48.8%	51.9%	47.5%	48.6%	49.6%	35.5%	33.8%	49.3%	48.9%	54.9%	47.1%
Women should have job equality	88.3%	96.6%	92.5%	91.1%	89.8%	93.0%	92.8%	92.5%	93.8%	94.4%	95.2%	90.3%	91.9%
The rich should pay a larger share of taxes	70.8%	70.6%	70.7%	74.6%	66.5%	72.5%	65.8%	68.3%	68.4%	68.6%	58.6%	76.5%	77.4%
Marijuana should be legalized	28.4%	23.1%	25.7%	27.4%	28.4%	24.6%	26.7%	18.6%	19.4%	25.9%	24.7%	32.4%	27.5%
Busing to achieve racial balance is all right	47.8%	53.5%	50.7%	54.5%	57.8%	52.2%	52.7%	46.8%	49.0%	41.9%	44.3%	72.1%	72.0%
Homosexual relations should be prohibited	58.3%	39.9%	49.0%	53.8%	58.6%	50.9%	43.5%	52.8%	43.7%	41.2%	33.7%	56.1%	53.5%
College has the right to regulate off-campus behavior	16.9%	13.7%	15.3%	17.1%	19.0%	15.5%	16.4%	16.3%	12.8%	11.0%	11.8%	30.0%	27.9%
Students should help evaluate faculty members	69.6%	69.6%	69.6%	67.6%	64.9%	69.6%	70.2%	69.0%	70.1%	73.2%	74.6%	63.5%	63.3%
College grades should be abolished	17.3%	12.1%	14.7%	16.1%	18.9%	14.1%	15.3%	13.4%	13.0%	12.5%	12.6%	24.0%	18.3%
Student publications should be regulated	39.6%	42.4%	41.0%	44.9%	48.8%	42.2%	38.8%	44.3%	41.0%	33.7%	28.4%	59.6%	53.5%
Colleges have a right to ban a speaker	27.5%	23.5%	25.5%	28.4%	30.4%	25.3%	23.3%	26.0%	24.3%	21.3%	19.2%	29.8%	27.1%
The disadvantaged should get preferential treatment	37.6%	35.7%	36.6%	39.5%	43.2%	37.4%	37.8%	36.0%	33.3%	31.0%	27.6%	60.4%	55.7%
Objectives considered essential or very important:													
Achieving in a performing art	10.5%	13.1%	11.8%	9.2%	13.5%	12.7%	16.5%	13.6%	10.6%	12.1%	14.5%	18.1%	15.1%
Becoming an authority in his or her field	73.2%	71.8%	72.5%	68.7%	71.3%	74.0%	75.3%	71.8%	73.1%	76.1%	76.6%	76.6%	82.5%
Obtaining recognition from colleagues	56.2%	54.3%	55.2%	51.0%	54.0%	56.6%	59.3%	52.0%	55.1%	59.5%	60.7%	62.9%	66.4%
Influencing the political structure	16.8%	11.1%	13.9%	10.8%	14.0%	14.1%	18.8%	14.7%	15.4%	15.2%	20.3%	23.4%	29.1%
Influencing social values	28.1%	33.3%	30.7%	27.3%	35.7%	31.1%	36.0%	34.9%	35.6%	30.5%	33.5%	42.1%	44.1%
Raising a family	64.6%	67.6%	66.1%	63.7%	66.3%	66.7%	66.4%	70.5%	72.1%	66.9%	69.9%	56.5%	62.5%
Having administrative responsibility	41.5%	39.8%	40.6%	39.7%	42.3%	41.9%	40.1%	35.3%	41.9%	42.0%	41.0%	48.3%	49.2%
Being very well-off financially	73.4%	65.5%	69.3%	70.1%	71.4%	70.0%	68.2%	59.6%	64.5%	71.1%	67.6%	83.3%	81.5%
Helping others who are in difficulty	53.2%	69.8%	61.7%	56.7%	63.4%	63.2%	66.9%	67.0%	69.2%	62.8%	66.2%	69.9%	76.3%
Making a contribution to scientific theory	18.0%	11.1%	14.5%	13.0%	11.3%	13.7%	15.9%	11.7%	12.5%	17.9%	21.6%	17.8%	24.5%
Writing original works	10.7%	11.8%	11.2%	8.9%	9.9%	11.5%	15.8%	12.4%	11.1%	12.5%	14.9%	13.7%	16.6%
Creating artistic works	11.0%	13.0%	12.0%	11.0%	15.7%	12.0%	16.4%	10.1%	10.4%	11.9%	11.4%	18.6%	13.2%
Being successful in his or her own business	54.1%	45.4%	49.6%	49.0%	58.3%	49.1%	53.9%	46.6%	48.1%	48.4%	49.5%	66.4%	66.3%
Helping clean up environment	23.7%	18.8%	21.2%	20.7%	23.6%	21.2%	25.0%	19.4%	19.6%	20.6%	21.4%	33.1%	31.5%
Developing a philosophy of life	42.5%	45.6%	44.1%	37.7%	43.7%	44.0%	53.4%	48.5%	49.2%	47.2%	56.0%	55.1%	63.6%
Participating in community action	20.3%	23.8%	22.1%	17.7%	24.4%	23.8%	27.9%	24.1%	26.3%	22.9%	26.0%	37.5%	43.4%
Promoting racial understanding	28.4%	32.0%	30.3%	24.6%	31.1%	32.4%	41.0%	32.6%	33.7%	29.9%	38.2%	64.6%	72.6%
Keeping up with political affairs	39.9%	30.4%	35.1%	26.4%	29.7%	35.1%	46.0%	38.6%	40.5%	41.2%	53.8%	42.1%	54.8%

SOURCE: "THE AMERICAN FRESHMAN: NATIONAL NORMS FOR FALL 1983," BY ALEXANDER W. ASTIN, PUBLISHED BY AMERICAN COUNCIL ON EDUCATION AND UNIVERSITY OF CALIFORNIA AT LOS ANGELES

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News Summary

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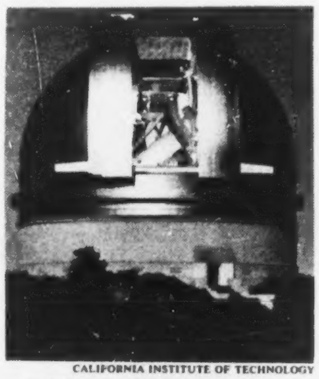

CALIFORNIA INSTITUTE OF TECHNOLOGY

California astronomers have launched a campaign against San Diego's plan to erect street lamps whose light could interfere with telescopes at Mount Palomar (above) and Mount Laguna. Story on Page 5.

As stockholders, some universities are beginning to support resolutions that question corporations' production of nuclear weapons. Story on Page 11.

Six states report they met the deadline for submitting updated college-desegregation plans to the federal government. Story on Page 13.

A bill to enable private lenders and state agencies to consolidate student loans may soon be introduced in the Senate. Story on Page 19.

A corrected version of a listing of 1982-83 salaries of faculty members at U. S. colleges and universities begins on Page 21.

A federal court has ruled that the United States Football League's ban on hiring undergraduates violated antitrust law. Story on Page 31.

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REACTION CALLED PREDICTABLE

Andropov Assails U.S. for Quitting UNESCO, Promises to Back Agency

BY MALCOLM G. SCULLY

PARIS

President Yuri V. Andropov of the Soviet Union last week condemned the American decision to withdraw from the United Nations Educational, Scientific, and Cultural Organization and said his country would continue to support the controversial agency.

In a letter to Amadou Mahtar M'Bow, UNESCO's director general, Mr. Andropov accused the Reagan administration of exacerbating international tension.

According to Tass, the Soviet press agency, Mr. Andropov said, "Millions of people are realizing ever more clearly that the source of tension is the imperialist course of the U.S. Administration." He accused the United States of "viewing the whole globe as its sovereign possession and arrogating to itself the right to impose on others certain ways of life."

Propaganda Advantage Sought

An official in the American delegation to UNESCO here said that Mr. Andropov's reaction was predictable and that the United States had expected the Soviet Union to try to gain a propaganda advantage from the American decision.

He added that any official reponse to Mr. Andropov's statement would have to come from the State Department or the White House.

While such officials had little comment on Mr. Andropov's letter, they have referred in the past to American concern that Mr. M'Bow, the director general, had grown increasingly anti-Western and pro-Soviet in recent years.

They accused him of cooperating with the Russians to have pro-Soviet candidates elected to UNESCO's executive board and of backing a Soviet proposal that, critics say, would make it more difficult for individuals to file complaints with UNESCO over violations of their human rights.

Third-World Reaction

American officials also said several countries, including some from the third world, had privately applauded the U.S. decision to withdraw, although none publicly praised the action. Most Western governments, while agreeing with some of the American criticisms of UNESCO, called for reform within the agency rather than withdrawal from it.

The United States served notice last December 28 that it planned to withdraw from UNESCO by the end of 1984. In its announcement, the State Department charged that UNESCO had:

► "Extraneously politicized virtually every subject it deals with."

► "Exhibited hostility toward the basic institutions of a free society, especially a free market and a free press."

► "Demonstrated unrestrained budgetary expansion."

UNESCO's executive board is scheduled to consider reponses to the American announcement at its next meeting, May 9, in Paris.

Campus Reactors Seen as Targets for Terrorists

Storage of high-grade fuel a security risk, expert says

WASHINGTON

More than 20 university-operated nuclear-research reactors, powered by highly enriched uranium, could be easy targets for terrorists intent on stealing their fuel for nuclear weapons, a scientist has told the Nuclear Regulatory Commission.

Theodore B. Taylor, president of the Nuclear Control Institute here, told the agency's commissioners at a public hearing that security around those facilities might not be adequate to prevent the diversion or theft of the high-grade uranium, which is an essential ingredient in the construction of nuclear weapons and could be sold on the black market for more than $100,000 per kilogram.

"All these considerations leave me greatly concerned about the possibility of theft of as little as one kilogram of highly enriched uranium, which is generally only a fraction of the quantity that is used to fuel research reactors," he said.

Mr. Taylor, a physicist formerly at the University of Califonia's Los Alamos National Laboratory and a member of the panel that examined the accident at Three Mile Island, urged the commission to require universities to convert their reactors to lower grades of fuel not useful in making nuclear weapons. He added that there was

Continued on Page 7, Column 3

Rapid-Growth Genes Could Yield 'Super Livestock'

Scientists eye prospects for genetic-engineering technique that now produces large mice

By KIM McDONALD

ATHENS; OHIO

Imagine the possibilities:

► Giant sheep, cattle, and poultry that eat normal amounts of feed but grow faster and put less fat and more protein on their bodies than do ordinary livestock.

► Pigs that produce mammoth pork chops at no extra charge to the farmer.

► Dairy cows that can, at the farmer's command, increase their milk production 30 per cent over normal amounts with the simple addition of a harmless chemical to their feed.

Such "super livestock" may well become the mainstay of farms of the future if scientists can find ways to engineer genetically in food-producing animals the same kinds of rapid-growth traits that they have recently transferred to mice.

In the past two years, researchers have successfully incorporated in fertilized mouse eggs genes that control the production of growth hormone in rats and humans. As a result, they have produced "super mice" that have grown more than twice as large as their litter mates without the genes. And within the next three to five years, predicts Thomas E. Wagner, a professor of chemistry at Ohio University here, scientists should achieve their first success with this technique in sheep, pigs, or cattle.

'No Question About It'

"It will work," he says confidently; "there's no question about it."

Already, several laboratories around the world, including Mr. Wagner's, are competing with one another to be the first to perform this important feat—a development that could eventually have a major impact on the country's agriculture by allowing farmers to produce livestock that grow faster and bigger and that more efficiently convert feed into meat.

"If you can dramatically affect the number of pounds of feed it takes to put a

Continued on Page 8, Column 1

1984-85 Budget: More Money for Research

The Reagan Administration's budget for fiscal 1985 calls for an increase in spending for basic scientific research on college campuses—to nearly $4-billion—but also seeks to require students and their parents to pay more of the cost of a college education. Other highlights:

- A 20.3-per-cent increase in funds for Fulbright and other international exchange programs, to $20.3-million.
- Reduced spending for health-professions education and for the arts and humanities endowments.

Details of those and other budget proposals begin on Page 13.

A political scientist, analyzing the budget process, says the first priority of budget planners should be to reduce the federal deficit. Story on Page 5.

More Universities Backing Anti-Nuclear Measures at Stockholder Meetings

By JACK MAGARRELL

WASHINGTON

As stockholders entitled to vote at corporation meetings, more and more colleges and universities are supporting resolutions that question the production of nuclear weapons.

Such institutions are still in the minority, however, and most of them have supported resolutions that would require corporations to report on their nuclear-weapons business, as opposed to resolutions that would have them stop producing the weapons.

Colleges may also find nuclear-weapons issues on fewer agendas during the coming spring season of shareholder meetings.

Last year, nuclear-weapons issues were voted on at the meetings of at least 10 major corporations, with colleges and universities among the voters on both sides, according to a tabulation by a nonprofit research organization.

The Investor Responsibility Research Center here, established by institutional investors to study social and public-policy issues, reported last week that fewer resolutions opposing corporations' involvement in nuclear-weapons production are expected this year, in part because the federal government has made it harder for sponsors to get such resolutions considered by stockholders.

SEC Tightens Rules

New rules adopted in the past year by the Securities and Exchange Commission limit resolutions to those whose sponsors have held at least $1,000 worth of stock for at least a year. A resolution that does not receive at least 5 per cent of the votes one year cannot be submitted the next year, a change from the previous minimum of 3 per cent. To be considered a third time, a resolution must receive 8 per cent of the vote on its second round, a change from the previous 6 per cent.

Another reason for fewer nuclear-weapons resolutions this year, the Investor Responsibility Research Center reported, is that some church groups that had sponsored such resolutions in the past have sold their stock in weapons-related companies during the past year.

According to an I.R.R.C. survey of institutional investors—including church groups, foundations, insurance companies, and banks, as well as colleges and universities—support for anti-weapons resolutions rose from 6 per cent in 1981 to 12 per cent in 1982 and to 18 per cent in 1983.

Kenneth A. Bertsch, program director of the center's defense project, said the institutional investors' interest in nuclear issues appeared to be continuing this year.

Guide to Arms Industry

Prompted by inquiries from colleges and other institutional investors, the center has published a guide to the nuclear weapons industry, examining the extent and nature of an expanding segment of the American economy. Orders for nuclear weapons and related equipment in 1983 amounted to at least $30-billion, the center found.

The center's report, *The Nuclear Weapons Industry*, written by Mr. Bertsch and Linda S. Shaw, a research analyst, identifies the top 20 nuclear-weapons contractors and gives detailed descriptions of nuclear-related activities of 26 leading companies in the field.

Among the issues analyzed by the report is the effect that a nuclear freeze, halting expansion of the nuclear arsenal, would have on the industry. The center estimated that the 19 Defense Department contractors described in its report would have lost up to $3.2-billion in 1981—or 10 per cent of their defense contracts—if a freeze had been in effect.

Mr. Bertsch said most institutional investors had not supported resolutions that attempt to get corporations out of the business of producing nuclear warheads. Resolutions calling on corporations to issue reports on their weapons production were more likely to receive support from such shareholders, he said.

That is similar to the approach recommended last year by Harvard University's Advisory Committee on Shareholder Responsibility.

Advice for Harvard Board

The Harvard committee, with members representing alumni, faculty members, and students, recommended to the university's governing board that the institution's stock be voted in favor of shareholder resolutions that call for studies of a corporation's nuclear-related research and manufacturing.

On resolutions calling on corporation to cease producing nuclear weapons or to stop bidding on contracts for such production, the advisory committee recommended that the university abstain.

Nancy E. Kossan, secretary to the advisory committee, said the Harvard governing board had not formally adopted the recommendations but "in most instances they followed those operating principles."

William S. Reed, treasurer of Williams College and a member of its Advisory Committee on Shareholder Responsibility, said his institution had not adopted general policies on how to cast shareholder votes but considered the resolutions on a case-by-case basis.

Awareness of nuclear issues is high on the Williams campus, Mr. Reed said. Last month student organizations sponsored a two-day conference on nuclear weapons and defense policy. How college officials handle the shareholder resolutions dealing with nuclear weapons will be carefully watched, he said.

Among the resolutions proposed this year is one that asks the directors of Rockwell International Corporation to consider objections to nuclear-weapons manufacturing in light of principles set out at the Nuremberg trials of Nazi war criminals.

The same resolution, sponsored by six church groups, received 3.7 per cent of the votes at the Rockwell shareholders' meeting last year—before the 5-per-cent limit for resubmission took effect. Among 10 institutions voting against it was the College Retirement Equity Fund.

The Investor Responsibility Re-

Continued on Following Page

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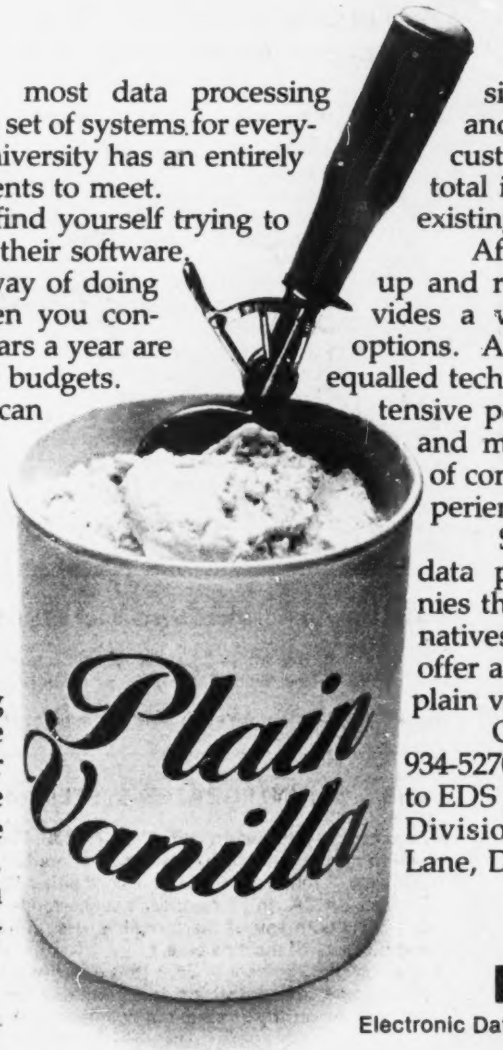

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Anti-Nuclear Measures

Continued from Preceding Page

search Center said the church groups were attempting to get a resolution considered again this year that received more than 3 per cent but fewer than 5 per cent of the votes at last year's meeting of the American Telephone & Telegraph Company. That resolution asked the company not to renew its government contract for managing the Sandia National Laboratories. Thirteen institutions, including Oberlin College, voted for the resolution; 33, including the Johns Hopkins University and the College Retirement Equities Fund, voted against it; and 7, including Cornell University, Harvard University, Pomona College, and Yale University, abstained.

Proposals at 1983 Meetings

Other nuclear-weapons issues voted on at shareholder meetings last year, according to the center's tabulation, included:

► Allied Corporation: A resolution sponsored by the Sisters of Loretto asked the directors to call a special meeting to consider the corporation's involvement in the production of nuclear weapons. The resolution received 2.9 per cent of the votes, but no support from colleges was reported.

► General Dynamics Corporation: A resolution asking the company to withdraw its bid to manufacture cruise missiles received less than 1 per cent of the vote.

► General Telephone & Electronics Corporation: A resolution sponsored by 18 church groups asked the company to organize a committee to assess the MX missile project and develop plans for alternative use of MX facilities. The proposal received 3.8 per cent of the votes. Four colleges and universities supported the resolution; eight opposed it.

► General Electric Company: A resolution sponsored by 41 church groups asked the company to consult with experts on a bilateral freeze proposal and to decline to accept or renew contracts for production of nuclear weapons. Four colleges and universities supported the proposal; 10 oppose it and five abstained.

► International Business Machines Corporation: Twelve church groups sponsored a resolution asking the corporation to establish social, economic, and ethical criteria for deciding whether to accept military contracts. The measure received 2 per cent of the votes, including support from six colleges and universities. Fourteen educational institutions opposed it and four abstained.

► McDonnell Douglas Corporation: A resolution asking the company to withdraw its bid to manufacture the Tomahawk cruise missile received 1.8 per cent of the shareholders' votes. It received no reported support from colleges or universities; one voted against and one abstained.

► Monsanto Corporation: A resolution sponsored by eight church groups received 1.8 per cent of the votes. It was supported by two colleges, opposed by four; while three educational institutions abstained.

► TRW, Inc. Six church groups sponsored a resolution asking the corporation to end its MX missile contract. The measure received 2.6 per cent of the votes. Two educational institutions supported it; one opposed.

► Union Carbide Corporation: A resolution sponsored by 10 church groups commended the corporation for its 1982 decision to withdraw as manager of the Y-12 nuclear-weapons components plant. The measure recieved 1.8 per cent of the votes. Two colleges voted for it; three against; one abstained.

Top 20 Contractors

The center's study listed the following as the 20 public corporations with the most prime contracts for primary nuclear warfare systems, with the amount of such contracts shown for fiscal 1981, based on nonsecret contract listings of the Defense Department and Energy Department:

1. Boeing	$1,310,000,000
2. Lockheed	914,000,000
3. Rockwell International	804,000,000
4. General Dynamics	703,000,000
5. Martin Marietta	546,000,000
6. AT&T	537,000,000
7. EG&G, Inc.	399,000,000
8. Allied	376,000,000
9. Du Pont	374,000,000
10. General Electric	354,000,000
11. Union Carbide	275,000,000
12. Singer	165,000,000
13. Tenneco	160,000,000
14. Northrop	147,000,000
15. General Tire & Rubber	136,000,000
16. Westinghouse	135,000,000
17. TRW	130,000,000
18. Honeywell	127,000,000
19. Monsanto	107,000,000
20. GTE	106,000,000

The 405-page report, *The Nuclear Weapons Industry*, is available to nonprofit organizations and individuals for $22 and to institutions and corporations for $45 from I.R.R.C., Suite 900, 1319 F St., N.W., Washington 20004. The I.R.R.C. report, *How Institutions Voted on Shareholder Resolutions in the 1983 Proxy Season*, is available for $25 per copy.

SUNY Appeals Court's Reinstatement of Student Suspended for Cheating

The State University of New York's College at Cortland is appealing a state judge's decision to reinstate a student who was suspended for one year for academic dishonesty and to require that disciplinary hearings for students be made more formal.

Judge Albert E. Trait, Jr., ruled last year that the Constitution's due-process provisions required that complete records be made during disciplinary hearings and that students be allowed to bring lawyers to them.

The American Council on Education filed a friend-of-the-court brief in the case, *Moresco* v. *Clark*, challenging Judge Trait's order as an "unwarranted and unnecessary interference" with a college's right "to devise appropriate procedures for handling cases of academic dishonesty." It also attacked the ruling as "a procedural straitjacket of detailed rules more appropriate for an adversarial, criminal trial than for an on-campus hearing before a student-faculty hearing board."

The A.C.E.'s brief argued that "due process is a flexible, not a rigid, concept." Cortland's disciplinary procedures, though designed to minimize "quasi-criminal trial influences," were "fundamentally fair" and "ensured reliable fact-finding." Thus the procedures "fully comply with the requirements of due process in an academic setting," the brief said.

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* Applications software and services are also available separately without purchase of hardware from MDDC.

Note Pad

President Reagan's plan to spend $8-billion during the next decade to construct a permanent, manned orbiting space station has stimulated the interest of researchers at Texas A&M University, who hope their institution will be selected by the National Aeronautics and Space Administration to manage a scientific laboratory in space.

Researchers at the university's engineering experiment station, which has received major contracts from NASA to conduct studies on the space shuttle, say they hope to "develop a dominant space research and technology program" to assist in developing a manned space station.

But some researchers at other institutions are less enthusiastic about Mr. Reagan's plan and say a manned station is "simply unnecessary." They argue that the large expenditures required for manned space programs may take money away from NASA's research programs, and that the agency's money could be better spent by investing money in automated spacecraft.

"We will be able to do better experiments with automation and remote articulation," says Von Eshleman, director of the Center for Radar Astronomy at Stanford University. "Robots, sensors, and more sophisticated adaptive computer equipment will be able to do whatever jobs people could do in a spacecraft," he said.

•

For the first time since the Nixon Administration, the Leadership Conference on Civil Rights has urged the Senate to reject a Presidential nominee. Representatives of the coalition of civil-rights, labor, and church groups last week urged the rejection of Presidential Counselor Edwin Meese, III, as Attorney General.

Fighting Mr. Meese's nomination is a "top priority" of the conference, said Joseph L. Rauh, Jr., the organization's lawyer.

Said Ralph G. Neas, executive director of the conference, "We do not believe Ed Meese, as the nation's chief law-enforcement officer, would enforce, vigorously and objectively, our nation's civil-rights laws.

"He represented the radical right in the White House, and we do not want him to represent the radical right in the Department of Justice," Mr. Neas added. Mr. Meese has been criticized by civil-rights advocates for his role in controversies over tax breaks for discriminatory private schools and colleges and the restructuring of the U.S. Commission on Civil Rights.

The Leadership Conference has challenged Presidential nominations on only a few occasions. It opposed President Nixon's nomination of Clement Haynsworth to the Supreme Court in 1969 and that of G. Harrold Carswell in 1970. The Senate refused to confirm both nominees, after they met with wide opposition from equal rights and legal groups.

Despite the Leadership Conference's objections to Mr. Nixon's nomination of Justice William H. Rehnquist to the Court in 1971, Mr. Rehnquist was confirmed.

Washington

Reagan Budget Seeks Increases for Research, Asks Parents to Bear More of College Costs

WASHINGTON

President Reagan's budget for fiscal 1985, delivered to Congress last week, would substantially boost the government's spending for basic scientific research on college campuses, but it also repeats last year's attempt to require students and their parents to pay more of the cost of a college education.

The spending blueprint for the fiscal year that begins October 1 calls for a 15-per-cent increase in GI Bill benefits and an extra $250-million for programs to improve the quality of teachers and instruction in public schools.

It would increase funds for Fulbright and other international exchange programs by $20.3-million, an increase of 20.3 per cent.

But it also would reduce spending on health-professions education by 45 per cent, trim appropriations for the arts and humanities endowments by 11 per cent and 10 per cent respectively, and eliminate support for several small Education Department programs aiding college libraries, international education, and women's educational equity.

Mr. Reagan's proposals are sure to face rough sledding on Capitol Hill in this election year, particularly because his $926-billion budget does not include sufficient tax increases or spending cuts to avoid an anticipated deficit of more than $180-billion in fiscal 1985.

Congressional leaders quickly pointed to the proposed $313.4-billion defense budget as a sure target for cutbacks. The budget, which would provide a 9-per-cent increase in defense spending after allowing for inflation, was denounced by House Speaker Thomas P. (Tip) O'Neill, Democrat of Massachusetts, as "lavish, ridiculous spending," and by Sen. Mark O. Hatfield, the Oregon Republican who chairs

Continued on Following Page

Examples of How Reagan Proposals Would Affect Student Aid

For a family making $10,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant *	1,250	1,500	1,900	2,250	1,900	3,000
Other grants	0	0	750	750	1,500	1,500
Student earnings	1,250	1,000	1,340	1,340	1,340	1,340
Family contribution	0	0	0	0	0	0

For a family making $15,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant	1,250	975	1,575	1,725	1,575	2,475
Other grants	0	0	750	750	1,500	1,500
Student earnings	925	1,000	1,340	1,340	1,340	1,340
Family contribution	325	525	325	525	325	525

For a family making $20,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant	1,065	160	1,065	910	1,065	1,660
Other grants	0	0	750	750	1,500	1,500
Student earnings	600	1,000	1,340	1,340	1,340	1,340
Family contribution	835	1,340	835	1,340	835	1,340

For a family making $25,000 a year

	College Cost: $2,500		College Cost: $5,000		College Cost: $9,000	
	NOW	PROPOSED	NOW	PROPOSED	NOW	PROPOSED
Student loans	$ 0	$ 0	$1,010	$ 660	$4,260	$3,160
Pell Grant	465	0	465	0	465	725
Other grants	0	0	750	750	1,500	1,500
Student earnings	600	275	1,340	1,340	1,340	1,340
Family contribution	1,435	2,225	1,435	2,225	1,435	2,225

SOURCE: DEPARTMENT OF EDUCATION

6 States Submit Reports to Education Dept. on Progress of College Desegregation Plans

By CHARLES S. FARRELL

WASHINGTON

Six states that were required to give the government updated reviews of their college desegregation plans reported they met a court-imposed deadline last week, with most describing at least some progress toward their goals.

In submitting their reviews to the Department of Education here, Arkansas, Florida, Georgia, North Carolina, Oklahoma, and Virginia met the second deadline imposed on them last March by Judge John H. Pratt of the U.S. District Court for the District of Columbia.

Earlier the six states, along with several others, had met initial deadlines set by Judge Pratt to develop acceptable college-desegregation plans or face the loss of federal education money.

The Education Department's Office for Civil Rights approved desegregation plans for the six states last fall, but all were required to demonstrate by February 1 "substantial progress" toward their goals.

The Office for Civil Rights now has until April 1 to examine the data submitted by the states and determine whether or not progress has been made. Should the office decide that any of the states had failed, they could lose their federal education funds, effective September 15.

Deadline 'Completely Unrealistic'

Education officials in several of the states complained about the short time between the acceptance of their plans and date on which they had to provide progress reports.

Said Delores A. Auzenne, special assistant to the chancellor of the board of regents for the University of Florida system, "It has been a herculean task to implement all the measures between the end of September and now, and then to turn around and try to evaluate them. When you're talking about changes that involve attitudes and college-attendance patterns, that's just completely unrealistic.

"Nevertheless, I'm glad we can say a lot has been accomplished."

Ms. Auzenne said first-time enrollment of black students within the Florida system had increased 9 per cent from a year ago, in line with the state's goals, but recruitment of black faculty members showed only a modest increase.

The faculty recruitment is lagging because of a limited pool of blacks with doctoral degrees, she said, adding that even when qualified candidates can be located, "we are not able to compete with private industry and other higher-education institutions." She added, however, that 4 per cent of the faculty members are blacks

Continued on Page 19, Column 1

Budget

Continued from Preceding Page

the Senate Appropriations Committee, as "outrageous."

With Democrats preparing their own proposals for cutting the deficit, it was virtually certain that lawmakers would shift some funds from defense to domestic and social programs when they approve appropriations bills later this year.

The President's budget would provide about $4-billion for basic research at universities, as part of a 12-per-cent increase in funds for basic scientific studies. Areas receiving special emphasis would include biotechnology, engineering, and high-energy physics.

Mr. Reagan proposed only a 2-per-cent boost in the budget of the National Institutes of Health, however. He requested a similar increase for the current year, but Congress raised his $3.8-billion request to nearly $4.48-billion. The lawmakers are expected to be more generous again for fiscal 1985.

They are also expected to increase the President's requests for the politically popular arts and humanities endowments and to be less zealous than the President in trimming spending for health-professions education.

The budget of the Education Department would increase slightly in the coming fiscal year, from the $15.4-billion Congress appropriated for the current year to $15.5-billion in fiscal 1985. Mr. Reagan would provide less than 1 per cent more funds for the coming year, but the amount represented a substantial increase over the $13.2-billion he originally wanted for fiscal 1984.

Both Education Department officials and lawmakers indicated the request reflected the increased public attention that education has gained in the past year in the wake of a variety of reports critical of the nation's public schools and teachers.

The budget sent to Congress last week repeated many budget requests that lawmakers ignored last year. Those included plans to limit Pell Grants to very-low-income students and force other students to rely more on work and loans, as well as a proposal to authorize education savings accounts to allow parents to put aside money for their children's college education without paying taxes on it.

—CHERYL M.FIELDS

THE 1984-85 FEDERAL BUDGET:

Student Aid

In a renewed drive to restructure the government's student-aid programs, the Reagan Administration proposed to increase College Work-Study funds by $295-million in fiscal 1985 as a key part of a "self-help" plan to require students to pay more of their own educational costs.

The "self-help" proposals stem from the Administration's belief that increases in federal financial aid in recent years have diminished the sense of responsibility that students and their families feel for financing a college education.

The proposals would, in effect, require students to turn first to federal work-study and loan programs, and to receive Pell Grants only if those sources of aid were insufficient.

President Reagan advanced similar "self-help" proposals in his 1984 fiscal budget, but Congress refused to make major changes in the student-aid programs. Education Department officials said they were renewing their proposals because the legislators had not given them as much serious consideration as they deserved.

Representatives of college organizations, as well as education leaders on Capitol Hill, pronounced the aid proposals "a rerun" of last year's and predicted they would again have difficulty winning passage.

The Action Committee for Higher Education, which represents a coalition of Washington-based higher-education groups, said the President's budget would reduce the funding for need-based student-aid programs from $3.9-billion in 1984 to $3.6-billion in 1985 and eliminate 797,000 awards to undergraduate and graduate students.

No Money for 4 Programs

The $295-million increase that the President is seeking for College Work-Study means the program would receive $850-million in the fiscal year beginning October 1, compared to $555-million this year. The increase would come at the expense of several programs for which no funds were requested—Supplemental Educational Opportunity Grants, National Direct Student Loans, State Student Incentive Grants, and Cooperative Education.

The President tried unsuccessfully to end those programs last year.

In a new twist, colleges would be allowed to shift up to 50 per cent of their work-study funds to supplemental grants, as opposed to the 10 per cent allowed under current law.

Edward M. Elmendorf, Assistant Secretary for postsecondary education, said in an interview that an institution also could use up to $100,000 of its allotment for a number of other activities, including cooperative education, job-development centers, and adult-literacy programs.

Under the President's budget, overall spending for student aid would increase from $6.2-billion in 1984 to $6.5-billion in 1985, due largely to a $586-million increase in the Guaranteed Student Loan program. The budget for the guaranteed loans would climb from $2.3-billion to $2.8-billion, and department officials said they expected 110,000 new borrowers to apply for such loans in 1985.

Spending on other financial-aid programs, however, would drop $333-million, to $3.6-billion.

290,000 Fewer Pell Grants

Besides beefing up funds for work-study, the "self-help" proposals would raise the maximum Pell Grant from $1,900 to $3,000, in an effort to allow needy students to attend more expensive colleges. Many students who qualified for a grant would receive large awards, but 290,000 fewer grants would be dispensed.

Under the Administration's plan, 80 per cent of all Pell Grants would go to students from families with incomes of $12,000 or less. At present, 74 per cent now go to such students.

The Administration also would require all Guaranteed Student Loan applicants to show financial need before receiving a loan. Now, only students whose families have adjusted gross incomes of more than $30,000 must undergo a "need analysis."

In addition to Pell Grants, students could receive up to a $2,000 Supplemental Grant, if their colleges chose to use work-study funds for that purpose. But their total aid packages could not exceed $4,500 or 60 per cent of their education costs, whichever was smaller.

Under the self-help plan, in order to receive a Pell Grant, students would be expected to come up with the other 40 per cent—or a minimum of $500—of their educational expenses through work and loans.

Families would be required to contribute toward their children's education, depending on their income level, before the students could qualify for a grant. (For examples, see table, Page 13.)

While the maximum Pell Grant would increase to $3,000 to give low-income students a greater choice of colleges, the number of grant recipients would decrease from 2.6 million to 2.3 million. The average grant would be $1,220.

Other features of President Reagan's spending plan include:

► A requirement that state loan agencies guarantee 20 per cent of all new loans they make as a way to make states share the cost of the Guaranteed Loan program and to encourage them to reduce the default rate. The federal government would insure the remaining 80 per cent.

► Renewal of another idea advanced last year—tax incentives to encourage low- and middle-income families to save for their children's college educations. Families could save up to $1,000 per year in an Education Savings Account, and interest or dividends would be tax-free.

The plan did not pass Congress last year, but Mr. Elmendorf said he hoped the lawmakers would reassess the idea, which he said has gained support as students and their families became more familiar with it.

Colleges Voice Concern

Some college and university representatives expressed concern about raising the maximum Pell Grant award at the expense of reducing the number of recipients, as well as about repealing the State Student Incentive Grant, the Supplemental Educational Opportunity Grant, and the National Direct Student Loan programs.

Peter J. Gossens, director of governmental relations for the National Association of Independent Colleges and Universities, which has been considering ways to restructure federal aid programs to help students who attend private institutions, said his organization was pleased with the Administration's "self-help" proposal. But, he said, the group will closely study the ramifications of the proposal to allow institutions to use up to 50 per cent of their work-study funds for Supplemental Grants.

Mr. Gossens said he was concerned over the proposal's cost to colleges. Institutions would receive larger work-study allocations, but they would have to come up with the funds to match 20 per cent of the increased amounts.

Students from middle-income families would suffer the most under the Administration's proposal to eliminate three need-based programs and funnel Pell Grants only to students from families earning $12,000 or less, said an aide to Rep. Paul Simon, Democrat of Illinois and chairman of the House Subcommittee on Post-secondary Education.

Mr. Simon, who plans to introduce legislation at the end of this month to re-authorize the Higher Education Act, said the President's proposals could prevent hundreds of thousands of students from attending college.

—DONNA ENGELGAU

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THE 1984-85 FEDERAL BUDGET:

Science

President Reagan's budget for fiscal 1985 seeks substantial increases for basic scientific research for the second straight year. It continues a policy of limiting support for applied research and development programs.

Overall spending for research and development would increase 14 per cent above the fiscal 1984 level of $42.7-billion, to $48.7-billion. After inflation is taken into account, the proposed increase would amount to 9 per cent.

As in Mr. Reagan's previous budgets, the Pentagon would receive the largest increase. Spending for defense research and development would rise about 22 per cent, to $31.4-billion.

Many other agencies would also receive substantial increases for basic research and graduate-student support in new programs proposed in engineering, high-energy physics, nuclear physics, computer science, astronomy, and biotechnology.

George A. Keyworth, II, Mr. Reagan's science adviser, told reporters last week that universities would receive nearly $4-billion of the amount proposed for basic research in fiscal 1985. Total funds for basic research would increase by 12 per cent, to $7.5-billion.

If Congress approves the proposals, Mr. Keyworth added, university research support will have increased 26 percentage points above the rate of inflation during the Reagan Administration's four years.

"The Reagan Administration is the strongest supporter of basic research that we've seen in 20 years," he said, adding that at universities such support had declined from 1968 to 1978 and remained level from 1979 to 1981.

Mr. Keyworth said the 1985 budget would provide more than $400-million to upgrade research equipment at universities, give university researchers greater access to supercomputers, and promote collaboration between engineers in academe and industry on technological development.

Following are summaries of the President's major proposals for scientific research:

National Science Foundation. The foundation, which received an 18-per-cent increase from Congress this year, would receive 13.6 per cent more, for a total of $1.5-billion.

Much of this increase would go to universities, which receive about three-fourths of the agency's research funds. In addition, the foundation would increase by 22 per cent its support for research equipment at universities and national laboratories, to $237-million.

Within the foundation, the largest increases would go for engineering projects, which would receive 22 per cent more than in fiscal 1984, and for the mathematical and physical sciences, which would receive 16 per cent more. Funds for research in computer science would increase 16 per cent, to $39.4-million, and funds to provide university researchers with access to supercomputers would increase from $6-million to $20-million. The Defense and Energy Departments also would increase spending in these areas.

Edward A. Knapp, director of the National Science Foundation, said his agency planned to increase its support of university-based research centers and astronomical facilities by 25 per cent. Some of the money would be used for new projects, such as a network of radio telescopes.

About $10-million of the increase for engineering would be spent on a new program to develop "cross-disciplinary" research centers at universities, so that academic and industrial engineers specializing in different areas could work together on problems of common interest.

Mr. Knapp said he hoped the centers would attract increased industrial financing of university research and, in turn, provide the highly trained engineers and research developments that are needed by industry.

He said the foundation would also start a new $500,000 program to provide more research opportunities for promising woman scientists. It plans to double support, to $23.8-million, for the Presidential Young Investigators Research Awards program, which this year began making grants to new doctoral recipients in science and engineering to attract them to academic careers.

Research support for colleges that have little or no graduate enrollment would be increased by 14 per cent to $42.4-million, he added, and stipends for graduate research fellowships also would be increased—from $8,500 to $9,000 for the 1,550 new and continuing fellowships.

The foundation plans no increases for precollege science and mathematics education, despite reports from national commissions decrying the poor state of mathematics and science instruction in public schools.

Agriculture. Support for Department of Agriculture research programs that award grants on a competitive basis would nearly triple, from $17-million to $50-million. Many of the increases are designed to stimulate research into the application of biotechnology to animal and plant agriculture.

Payments to land-grant institutions under the Hatch Act would increase by $3-million to $155-million, and funds for the department's Extension Service, which provides money to land-grant institutions and state and local agencies for educational programs on agriculture and nutrition, would decrease by $35-million.

Funds for both those areas, however, are likely to be increased by Congress, which previously has protected such "formula" programs from cuts.

Mr. Reagan is seeking the elimination of a $5.8-million program that supports research on livestock and poultry diseases at 68 land-grant colleges. Congress rejected similar attempts to eliminate the program in the past two years.

Energy and Defense. Support for nuclear science and high-energy physics programs in the Department of Energy would increase nearly 17 per cent to support research needed to construct major new particle accelerators.

Funds for high-energy physics would increase from $480-million to $561-million to support the construction of accelerators at the Brookhaven National Laboratory and Stanford University, and to allow research into the design of a major new accelerator called the Superconducting Super Collider.

Financing for nuclear physics would increase from $159-million to $183-million to support construction of a new electron accelerator that will be built in Newport News, Va., by a

Continued on Following Page

At last, a cruise in which your mind is treated as well as the rest of your body.

Many cruises are guilty of discrimination. While the physical pleasures—eating, lounging around, etc.—are well taken care of, the intellectual pleasures are often sadly neglected.

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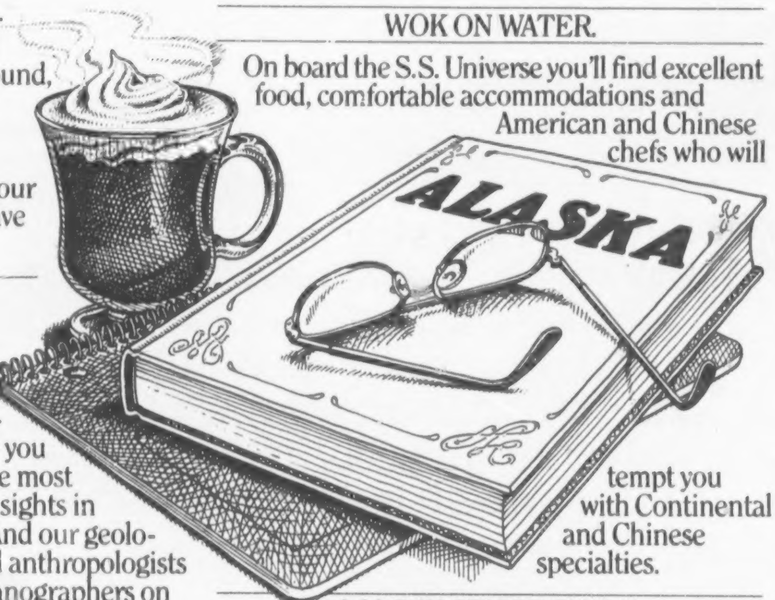

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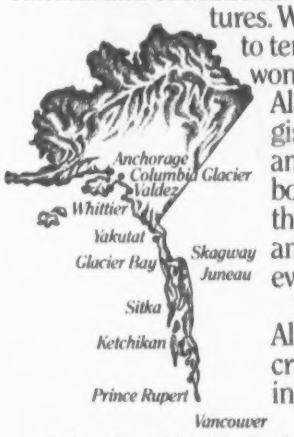

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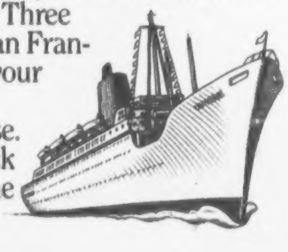

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Budget

Continued from Preceding Page

consortium of southeastern universities. Part of the funds would also go to complete accelerator projects at Brookhaven, Yale University, and the University of Washington.

The agency would also increase spending for a program to replace obsolete research equipment at universities from $4-million to $6-million.

Although the Defense Department's overall research and development budget rose dramatically, it would provide only a relatively modest 7-per-cent increase for basic research. Some $30-million of its $901-million request for basic research would be reserved to upgrade university equipment and support graduate research fellowships.

Space, Environment, and Commerce. Mr. Reagan's proposal to construct a permanent, manned, orbiting space station and design a Mars orbiter to study that planet's surface would help boost basic-research spending at the National Aeronautics and Space Administration by 16 per cent, to $828-million.

A large increase in research programs at the Environmental Protection Agency, designed to fight the problem of acid rain, would contribute to a 20-per-cent expansion of the agency's research-and-development program, for which Mr. Reagan requests $163-million.

As it has in the past, the Administration will try to eliminate the Commerce Department's Sea-Grant program, which provides money for marine research. Mr. Keyworth said the Administration wanted to replace it with a program that would more strongly emphasize biotechnology. Congress, however, has continued support for the Sea Grant program at about $35-million a year, despite the Administration's requests, and is believed likely to do so again.

Biomedical research. President Reagan's request for $4.56-billion for the National Institutes of Health would provide only 2 per cent more than the current budget.But Margaret M. Heckler, Secretary of Health and Human Services, stressed that the budget would provide enough money to finance 5,000 new research grants—a goal set by scientific and research groups—as well as 12,100 ongoing projects.

The budget request, the department added, "is sufficient to provide a 5-per-cent increase in the average research project grant award as well as provide for full indirect costs."

Although the Administration proposed no reductions in the reimbursement of institutions for the overhead costs of conducting research, budget documents noted that because of the rapid increase in such costs, the department was continuing to review the issue.

"It is possible that the Administration will propose options to restrain this acceleration," they added.

Congress, as it has in past years, is expected to be much more generous in providing money to the N.I.H. than the President's budget would be. Last year, Mr. Reagan requested $3.8-billion for the institutes, but lawmakers eventually approved $4.48-billion.

Mr. Keyworth, the President's science adviser, said he was working with N.I.H. officials to increase the agency's concentration on basic biological and genetic research, rather than research aimed at finding cures for specific illnesses—especially illnesses of concern to special-interest groups and influential legislators. But the department's budget document noted that $40-million would be spent in fiscal 1985 on studies of acquired immune deficiency syndrome, known as A.I.D.S., and $33-million on Alzheimer's disease—both illnesses that Congressmen have accused the agency of neglecting.

Mental health research. President Reagan proposes to spend $289-million for research on mental health and on drug and alcohol abuse, up $17-million from the current year. Payments for the full indirect costs of research also will be provided, the budget documents said.

Of the $289-million total, $177-million would go for research by the National Institute of Mental Health, $64-million for research by the National Institute of Drug Abuse, and $48-million for research by the National Institute on Alcohol Abuse and Alcoholism. —KIM McDONALD

THE 1984-85 FEDERAL BUDGET:

Other Programs

Arts and humanities. Administration officials want to trim spending on the National Endowment for the Humanities by $14.2-million, to $125.4-million. But special attention would be given to projects celebrating the bicentennial of the U. S. Constitution and projects that assess the condition of scholarly disciplines.

Some $18.2-million dollars would be cut from the budget of the National Endowment for the Arts, reducing it to $143.8-million.

And the President is proposing to slash the budget of the Institute of Museum Services, a division of the National Foundation on the Arts and the Humanities, from this year's $20.1-million to $11.6-million.

Health professions. The budget renews Mr. Reagan's attempts to reduce substantially the government's support for health-professions education, seeking a cut of about 44 per cent, to $100-million.

Congress has in past years agreed to reduce aid gradually to health-professions students, but not as drastically as Mr. Reagan and other Chief Executives have requested.

The budget would cut support for nurse-training programs from $52-million to $14-million. The reduction is justified, Administration officials said, because several studies have shown the country has an adequate supply of nurses.

They stressed that special assistance for disadvantaged students would be increased, from $18-million this year to $29-million in the coming fiscal year.

Some $6-million of the increase, they said, would be used recruit and encourage disadvantaged students to attend medical schools, and $5-million would go for a special loan program for such students.

The budget also will support guarantees for $175-million in new loans made by private lenders to graduate students in health-professions schools, according to budget documents. Another $100-million for student loans will be available from revolving loan accounts at nearly 1,650 health-professions and nursing schools, officials estimated.

Research training. Compared with this year's $167-million, some $164-million of the budget of the National Institutes of Health will be spent to support 9,000 research trainees—100 fewer than this year. The agency said the amount requested would provide enough funds to increase each trainee's stipend by 5 per cent.

The budget also calls for $17-million, the same amount as in the current fiscal year, to be spent for research training by the Alcohol, Drug Abuse, and Mental Health Administration. Some $15-million would be spent to train mental-health researchers and $2-million for research trainees in the fields of alcohol and drug abuse. No money was requested for clinical training in mental health.

Physicians' fees. As part of his attempt to reduce the growth of the Medicare program, President Reagan is asking Congress to freeze for one year the fees paid to physicans. Officials of the Department of Health and Human Services promised that they would seek only a one-year freeze, but said the move would save $4.5-billion.

Such a freeze, if accepted by Congress, could affect the "faculty practice plans" at many medical schools, under which a portion of the Medicare and other fees earned by physicians on their faculties are turned over to the medical schools for operating support.

Health insurance. For the second year, the President is asking lawmakers to approve a limit on the amount of tax-free health insurance that employers may provide for their workers. Now, employees do not have to pay taxes on any contributions their employers make to insurance plans. Under the President's proposal, the tax exemption would be limited to $175 a month under a family plan and $70 a month for an individual's coverage.

Officials estimated that the change would provide an additional $3.9-billion for government coffers. They also estimated that it would affect about one-third of the employees with employer-provided health insurance—generally taxpayers in the $30,000 to $50,000 income range—and cost them only a few dollars a month in extra taxes.

Developing institutions. President Reagan is asking Congress to appropriate $134.4-million for historically black colleges and other developing institutions, the same amount allocated this year. But the Education Department intends to propose legislation that would simplify the way grants are disbursed.

Reflecting legislation approved in the last session of Congress, the budget proposes to shift the emphasis of the Developing Institutions program so that less money would be spent on specific projects and more

Plan to Attend the 1984 NEA Higher Education Conference

"EXCELLENCE AND REFORM: COLLEGES AND UNIVERSITIES IN PERIL"

March 9-11, 1984

Sir Francis Drake Hotel • San Francisco, California

"Excellence and Reform: Colleges and Universities in Peril" is the theme of the 1984 NEA Higher Education Conference. Speakers and workshops at the three-day conference will focus on the reforms needed in postsecondary curricula, school and college partnership arrangements, and faculty working conditions in order to achieve and maintain excellence in higher education.

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CONFERENCE PROGRAM

Friday, March 9, 1984

4:00-7:00 p.m.	Registration
7:00-7:30 p.m.	Welcome and Introductory Remarks
7:30-8:30 p.m.	Opening session
8:30-10:30 p.m.	Keynote reception

Saturday, March 10, 1984

9:00-9:50 a.m.	Second session Curricular reform: The high school-college connection
9:50-10:10 a.m.	Break
10:10-12 noon	Seminars Curricular reform in an era of high technology Reforming the community college curriculum "Mainstreaming" ethnic and women's studies
12 noon-2:00 p.m.	Lunch
2:00-2:50 p.m.	Third session Reforming the school and college relationship
2:50-3:10 p.m.	Break
3:10-5:00 p.m.	Seminars School and college partnership programs that work Reforming teacher education Remediation and reform

Sunday, March 11, 1984

9:00-9:50 a.m.	Fourth session Reforming faculty working conditions
9:50-10:10 a.m.	Break
10:10-12 noon	Seminars Pension reform in higher education Quality of work life in higher education Comparable worth in higher education
12 noon-1:30 p.m.	Closing session

To register, send your name, address, and daytime telephone number with a $100 check ($25 for NEA members) made payable to NEA to: Higher Education Conference, National Education Association, 1201 Sixteenth Street, N.W., Washington, DC 20036. Upon receipt of your registration, you will be sent a hotel reservation card. This card must be completed promptly and returned directly to the Sir Francis Drake Hotel, Powell & Sutter Streets, San Francisco, California 94101. The special conference rates, available only through NEA, are $60 for singles and $65 for doubles. For more information, call (202) 822-7914.

on helping to build up the colleges' endowments.

Gary L. Jones, Under Secretary of Education, said those changes would make it easier for such institutions to become self-sufficient.

The Minority Institutions Science program in the Education Department would receive $4.8-million, the same amount as last year, to help colleges and universities with large numbers of minority students pay for equipment, develop curriculum materials, and train faculty members.

Minority recruitment. President Reagan is repeating a bid he made last year to halve the amount spent on programs designed to encourage minority and disadvantaged students to enroll in college. Congress appropriated $164.7-million last year; the President is asking for only $82.3-million.

In addition, the Administration plans to ask lawmakers to tighten eligibility requirements for the popular programs. Instead of all first-generation college students' being eligible for aid, the programs would aid only those who could prove they are economically disadvantaged, said C. Ronald Kimberling, Deputy Assistant Secretary for higher education. Eligibility for the programs would be extended to handicapped students, regardless of their financial situation, he said.

Veterans. The Administration, in a reversal of previous stands against such an increase, is asking for a 15-per-cent rise in GI Bill benefits for education, training, and vocational rehabilitation. The budget papers said the increase, which would take effect in January, 1985, was needed because benefits have not been increased since January, 1981.

The increase would cost an extra $132.7-million in fiscal 1985, even though the number of veterans using GI Bill benefits is expected to drop from 642,000 this year to 544,000 next year.

Libraries. Consistent with last year's efforts to eliminate spending on libraries, the Department of Education's budget seeks no support for them in 1985. Administration officials say libraries can obtain adequate aid from state and local sources.

Federal student aid, along with local assistance, they said, could be used to replace a program that helps pay for the cost of training professional librarians.

Last year Congress refused to eliminate federal aid for libraries, providing $6.8-million dollars for research libraries and librarian training.

Vocational education. The Administration proposes that financing for vocational education programs remain at $738.4-million in the coming fiscal year. Education Secretary Terrel H. Bell said he would propose legislation to consolidate existing vocational-education programs into a block-grant program that provides federal money to the states in a "less chopped-up way."

Last year, the Administration tried to combine vocational and adult-education programs into a block-grant program, but Congress rejected the proposal. Secretary Bell said he was optimistic that legislators would adopt the new plan this year because of heightened public concern about vocational-education programs.

Postal subsidies. President Reagan is requesting $691-million in postal subsidies—$18.7 million less than is currently being spent. Most of those subsidies would go to nonprofit organizations. —CHERYL M. FIELDS AND STACY E. PALMER

Reagan Budget Includes Plans to Improve Teacher Training

WASHINGTON

In line with recommendations made by the National Commission on Excellence in Education last spring, the Department of Education's budget for fiscal 1985 contains a number of proposals designed to improve the quality of teacher training and public education.

Among them:

► A $250-million increase in block grants and discretionary funds that state and local officials can use to improve education.

Education Secretary Terrel H. Bell said the extra money could be used to set up master-teacher programs, develop instructional technology, and offer cash incentives to lure highly qualified students into teaching.

Other uses could include allowing states and local school districts to devise their own approaches to improving teaching, including reforming teacher-certification standards and providing more in-service training programs for teachers, Mr. Bell suggested.

The budget would provide a total of $728.9-million for the block grants and discretionary funds in fiscal 1985, compared to $479.4-million appropriated this year.

► A $6-million increase in the budget of the National Institute of Education, which conducts research-and-development projects intended to improve the quality of teaching and learning.

The increase in the institute's budget, now $48.2-million, would be used primarily to develop teaching software for microcomputers, increase research on teacher training and assessment, and study ways to attract highly qualified students to the teaching profession, he said.

► A $50-million proposal to train more people to teach science and mathematics in the secondary schools. Renewing a plan put forth in last year's budget, the President is asking Congress to pay a share of the cost of training people who can become qualified within one year to teach science or mathematics. The Education Department estimates that 10,000 teachers could be trained under this arrangement—which would reduce the shortage of qualified teachers in these fields.

In addition, the National Science Foundation is seeking $42.7-million in outlays for its programs for math and science teachers, the same amount Congress appropriated for those programs this year.

—STACY E. PALMER

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FACT–FILE

Higher-Education Funds in President Reagan's 1985 Budget

In the Department of Education

	Fiscal 1983 Actual	Fiscal 1984 Estimated	Fiscal 1985 Requested
Student assistance:			
Pell Grants	$2,419,040,000	$2,800,000,000	$2,800,000,000
Supplemental Grants	355,400,000	375,000,000	0
College Work-Study	590,000,000	555,000,000	850,000,000
State Student Incentive Grants	60,000,000	76,000,000	0
National Direct Student Loans	178,560,000	161,060,000	0
Guaranteed Student Loans	3,090,000,000	2,255,240,000	2,840,677,000
Graduate support:			
Graduate and professional opportunities	10,000,000	11,000,000	0
Public-service fellowships	1,920,000	2,500,000	0
Institutional assistance:			
International education	26,000,000	30,000,000	0
Cooperative education	14,400,000	14,400,000	0[1]
Veterans Cost of Instruction	3,000,000	3,000,000	0
Construction-loan subsidies	25,500,000	24,500,000	18,775,000
Law School Clinical Experience	605,000	1,000,000	0
Aid to disadvantaged:			
Developing institutions	134,416,000	134,416,000	134,416,000
Minority Institutions Science Improvement	4,800,000	4,800,000	4,800,000
Programs for disadvantaged students	154,740,000	164,740,000	82,370,000
Migrant-student college aid	1,200,000	1,200,000	0
Legal Training for the Disadvantaged	605,000	1,000,000	0
Women's educational equity	5,760,000	5,760,000	0
Science and math education	0	0	50,000,000
Vocational education	728,661,000	738,475,000	738,475,000[2]

	Fiscal 1983 Actual	Fiscal 1984 Estimated	Fiscal 1985 Requested
Adult education	$95,000,000	$100,000,000	$100,000,000
Bilingual education:			
Training grants	31,288,000	32,610,000	25,000,000
Bilingual vocational training	3,686,000	3,686,000	3,686,000
Office for Civil Rights	44,868,000	49,396,000	42,633,000
Library resources:			
College libraries	1,920,000	0	0
Research libraries	6,000,000	6,000,000	0
Training and demonstration	880,000	880,000	0
Education research and statistics:			
National Institute of Education	55,614,000	48,231,000	54,231,000
Fund for the Improvement of Postsecondary Education	11,710,000	11,710,000	11,710,000
National Center for Education Statistics	8,580,000	8,747,000	8,747,000
Education for the handicapped:			
Vocational and postsecondary programs	2,832,000	5,000,000	5,000,000
Research and development	12,000,000	15,000,000	12,000,000
Personnel development	49,300,000	55,540,000	37,640,000
Rehabilitation training	19,200,000	22,200,000	5,000,000
National Institute of Handicapped Research	31,560,000	36,000,000	30,060,000

[1] Administration proposes to allow institutions to use up to $100,000 of their College Work-Study funds for cooperative education, adult literacy programs, and/or Job Location Development Centers.

[2] Administration will propose a block grant to the states to replace existing special-purpose vocational programs.

In Other Federal Agencies

	Fiscal 1983 Actual	Fiscal 1984 Estimated	Fiscal 1985 Requested
Scientific research			
National Institutes of Health:			
Cancer Institute	$ 987,642,000	$1,077,303,000	$ 1,101,069,000
Heart, Lung, & Blood Institute	624,259,000	703,197,000	718,852,000
Institute of Dental Research	79,282,000	88,163,000	91,096,000
Institute of Arthritis, Diabetes, & Digestive Diseases	413,492,000	462,578,000	475,324,000
Institute of Neurological Disorders & Stroke	297,064,000	335,205,000	344,601,000
Institute of Allergy & Infectious Diseases	279,129,000	314,117,000	325,379,000
Institute of General Medical Sciences	369,813,000	415,644,000	423,853,000
Institute of Child Health & Human Development	254,324,000	275,179,000	280,178,000
Eye Institute	141,901,000	154,683,000	157,873,000
Institute of Environmental Health	164,867,000	179,896,000	183,755,000
Institute on Aging	93,996,000	114,921,000	117,390,000
Research Resources	213,917,000	242,636,000	245,728,000
International Center	10,147,000	11,336,000	11,426,000
Library of Medicine	51,943,000	49,613,000	51,320,000
Total N.I.H.	4,025,000,000	4,477,000,000	4,566,000,000
National Science Foundation:			
Research:			
Mathematical & physical sciences	300,435,512	358,823,000	416,710,000
Astronomical, earth & ocean sciences	280,798,073	330,041,000	373,480,000
Antarctic program	83,196,285	102,456,000	115,080,000
Biological & social sciences	191,233,848	224,658,000	253,120,000
Engineering	101,130,585	120,723,000	147,100,000
Technological & international affairs	44,127,409	40,822,330	46,900,000
Program management	65,696,973	66,592,350	70,902,000
Total research	1,061,300,000	1,140,955,000	1,308,212,000
Science and engineering education	30,000,000	75,000,000	75,700,000
Total N.S.F.	1,093,500,000	1,321,311,000*	1,501,792,000
Agriculture Department:			
Cooperative research:			
Hatch Act support	147,221,000	152,281,000	155,326,000
Forestry research	12,452,000	12,702,000	12,452,000
Payments to black colleges	21,806,000	22,844,000	23,300,000
Minority research facilities	10,000,000	10,000,000	10,000,000
Special research grants	27,775,000	26,476,000	15,482,000
Competitive research grants	17,000,000	17,000,000	50,000,000
Animal health research grants	5,760,000	5,760,000	0
Total cooperative research	244,949,000	247,655,000	266,785,000
Extension service	328,654,000	334,340,000	299,377,000
Department of Commerce Sea grant program	35,000,000	36,500,000	0
Defense Department, basic research	779,000,000	840,000,000	901,000,000
Department of Energy			
General science	534,467,000	641,000,000	746,105,000
University research	266,000,000	321,000,000	343,000,000
Environmental Protection Agency Research and development	121,000,000	139,200,000	163,437,000
Department of Interior, basic research	88,000,000	116,000,000	96,500,000
National Aeronautics and Space Administration, university research	193,200,000	210,000,000	235,000,000

	Fiscal 1983 Actual	Fiscal 1984 Estimated	Fiscal 1985 Requested
Health professions			
Health professions education:			
Financial distress grants for minority institutions	$ 7,000,000	$ 6,000,000	$ 4,000,000
Nurse training	50,000,000	52,000,000	14,000,000
Aid to disadvantaged students	17,000,000	18,000,000	29,000,000
Student loans	7,000,000	6,000,000	0
Public health	9,000,000	9,000,000	2,000,000
Primary care and family medicine training	58,000,000	64,000,000	34,000,000
Area health education centers	18,000,000	18,000,000	10,000,000
National Health Service Corps	88,329,000	91,000,000	67,174,000
National Health Service Corps scholarships	15,842,000	6,300,000	0
Health research and training			
Mental-health research	158,710,000	181,329,000	177,603,000
Mental-health training	35,915,000	36,072,000	15,360,000
Drug-abuse research	47,501,000	54,740,000	63,513,000
Drug-abuse training	891,000	891,000	891,000
Alcoholism research	33,276,000	42,866,000	47,835,000
Alcoholism training	1,086,000	1,086,000	1,086,000
Centers for Disease Control:			
Occupational safety & health research	49,469,000	54,750,000	53,943,000
Occupational safety & health training	5,760,000	8,760,000	0
Health services research	17,000,000	18,000,000	16,000,000
Arts and humanities			
Institute of Museum Services	10,800,000	20,150,000	11,612,000
National Endowment for the Arts	143,875,000	162,123,000	143,875,000
National Endowment for the Humanities:			
Education programs	14,530,000	19,000,000	16,085,000
Fellowship programs	13,473,000	14,500,000	13,965,000
Research programs	16,556,000	18,400,000	16,500,000
General programs	24,843,000	23,300,000	16,700,000
State programs	20,329,000	21,850,000	16,000,000
Challenge grants	16,864,000	18,000,000	21,000,000
Treasury matching grants	11,064,000	11,500,000	11,000,000
Total N.E.H.	130,247,000	140,000,000	125,475,000
National Archives & Records Service	85,615,000	91,708,000	92,325,000
National Historical Publications and Records Commission	3,382,000	6,467,000	637,000
Civil rights			
Commission on Civil Rights	11,976,000	12,010,000	12,747,000
Equal Employment Opportunity Commission	147,421,000	154,039,000	161,155,000
Office of Federal Contract Compliance Programs	43,598,000	47,833,000	46,630,000
Miscellaneous			
Peace Corps	109,000,000	115,000,000	115,000,000
VISTA	13,624,000	13,661,000	7,557,000
Corporation for Public Broadcasting	137,000,000	130,000,000	130,000,000
U.S. Information Agency educational and cultural exchanges	92,900,000	100,000,000	120,264,000
GI Bill education and training	1,529,079,000	1,253,252,000	994,045,000
Post-Vietnam Era Veterans Education	222,315,000	201,200,000	225,500,000

FACT-FILE

Average Faculty Salaries, by Rank and Sex, for 1982-83

The following table is a corrected version of the table that appeared in the January 18 issue of *The Chronicle*.

The table lists average faculty salaries for the 1982-83 academic year, reported in thousands of dollars, for more than 1,900 colleges and universities.

The figures show average nine-month salaries, not including fringe benefits, for the full-time instructional staff. A standard conversion factor of .818 was applied to twelve-month salaries. The salaries are listed by rank and by sex.

The figures were collected by the National Center for Education Statistics; further analysis of the institutional data was conducted by John Minter Associates of Boulder, Colo.

An asterisk denotes imputed or adjusted data. Those figures, although based on data reported by the college or university, were supplied by the N.C.E.S. editing staff without the concurrence of the institution or state coordinator.

A dash indicates that full information was not available from the N.C.E.S. or that the institution had fewer than three faculty members at that rank; to insure privacy, the N.C.E.S. does not release salary data in those instances.

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama A & M U				
Men	$23.6	$21.7	$19.2	$13.5
Women	24.1	20.0	17.2	14.0
Alabama Christian C				
Men	19.3	—	15.6	13.6
Women	—	—	—	13.9
Alabama St U				
Men	26.6	24.8	20.6	17.8
Women	26.4	23.2	20.0	16.7
Athens St C				
Men	28.8	26.5	21.5	—
Women	28.8	—	22.2	—
Auburn U				
Men	34.8	27.3	23.3	16.4
Women	31.2	25.0	20.5	16.6
Montgomery				
Men	27.1	24.2	19.5	15.3
Women	—	21.7	18.0	15.8
Concordia C				
Men	—	—	11.6	—
Women	—	—	13.1	—
Huntingdon C				
Men	22.3	20.3	16.9	—
Women	—	—	18.1	—
Jacksonville St U				
Men	28.3	27.4	22.8	19.7
Women	28.3	27.4	22.2	19.4
Judson C				
Men	23.0	—	19.0	—
Women	—	—	17.1	—
Livingston U				
Men	23.0	18.0	15.9	12.8
Women	22.1	17.8	15.2	12.8
Mobile C				
Men	[illegible]	16.7	15.7	—
Women	—	—	15.5	14.0
Oakwood C				
Men	16.8	16.1	15.1	—
Women	17.1	14.8	14.9	13.2
Selma U				
Men	19.3	—	7.1	7.1
Women	—	—	7.8	—
Spring Hill C				
Men	26.6	21.2	18.9	—
Women	—	—	18.6	14.6
Stillman C				
Men	18.7	15.8	17.2	13.1
Women	—	17.0	14.5	—
Talladega C				
Men	22.2	17.9	16.9	13.3
Women	—	12.7	15.4	11.9
Troy St U				
Men	26.5	22.1	21.0	16.1
Women	28.5	22.5	19.1	16.2
Dothan-Ft Rucker				
Men	—	—	21.6	—
Women	—	—	20.9	—
Montgomery				
Men	22.0	21.4	19.6	—
Women	—	—	—	—
Tuskegee Inst				
Men	28.2	23.3	20.6	17.0
Women	21.2	20.3	17.3	15.8
U of Alabama				
Men	35.9	26.7	22.1	15.7
Women	32.4	25.8	21.2	15.9
Birmingham				
Men	38.5	29.7	23.0	19.1
Women	32.8	25.1	20.4	16.9
U of Alabama—Continued				
Huntsville				
Men	$34.3	$27.7	$21.6	$17.8
Women	—	23.0	19.5	14.8
U of Montevallo				
Men	27.0	24.0	23.0	13.5
Women	27.5	22.2	18.3	16.3
U of North Alabama				
Men	31.7	26.0	22.1	17.5
Women	30.6	26.0	21.5	18.2
U of South Alabama				
Men	30.6	24.6	22.2	20.2
Women	27.5	23.5	20.1	17.3

ALASKA

	Prof	Assoc Prof	Asst Prof	Inst
Alaska Pacific U				
Men	—	$28.3	$22.7	—
Women	—	—	—	—
U of Alaska				
Anchorage				
Men	$53.9	40.5	34.2	$30.1
Women	52.4	41.8	33.0	27.6
Fairbanks				
Men	57.0	46.1	37.9	31.2
Women	54.1	46.5	36.8	32.3
Juneau				
Men	49.8	42.4	35.0	—
Women	—	—	35.0	—

ARIZONA

	Prof	Assoc Prof	Asst Prof	Inst
American Graduate Sch of International Management				
Men	$30.3	$26.7	$24.2	$14.3
Women	28.4	22.3	—	—
Arizona C of the Bible				
Men	16.9	—	—	—
Women	—	—	—	—
Arizona St U				
Men	39.9	30.2	24.7	—
Women	32.8	27.8	22.8	18.9
C of Ganado				
Men	—	—	—	14.4
Women	—	—	—	—
Grand Canyon C				
Men	26.8	21.7	17.0	—
Women	—	23.1	18.8	—
Northern Arizona U				
Men	37.3	29.5	23.8	19.1
Women	38.4	28.1	22.6	18.2
U of Arizona				
Men	40.4	30.2	24.8	23.2
Women	36.2	27.8	22.7	18.3

ARKANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Arkansas C				
Men	$22.9	$20.7	$17.4	—
Women	23.2	—	—	—
Arkansas St U				
Men	30.3	26.4	21.7	$18.6
Women	29.5	23.6	21.0	16.6
Beebe				
Men	—	22.6	20.2	—
Women	—	—	20.4	—
Arkansas Tech U				
Men	25.4	23.1	21.2	18.8
Women	—	21.8	19.7	16.3
Central Baptist C				
Men	17.8	—	—	13.7
Women	—	—	—	—
C of the Ozarks				
Men	17.9	16.4	14.3	—
Women	—	—	—	13.1
Harding U				
Men	24.8	21.8	18.5	14.1
Women	23.8	19.5	17.1	13.1
Henderson St U				
Men	26.0	21.8	18.2	17.3
Women	23.3	20.0	18.4	16.2
Hendrix C				
Men	28.0	23.5	19.2	—
Women	—	—	19.2	—
John Brown U				
Men	27.0	23.3	21.7	16.8
Women	—	21.2	20.6	16.8
Ouachita Baptist U				
Men	[illegible]	21.7	20.7	16.7
Women	—	23.5	19.0	15.9
Southern Arkansas U				
Men	[illegible]	23.5	20.9	17.3
Women	[illegible]	22.2	19.5	15.6
U of Arkansas				
Men	34.4	27.0	22.4	17.0
Women	31.1	25.5	20.8	15.9
Little Rock				
Men	31.7	26.2	21.5	16.8
Women	31.7	23.4	19.4	17.2
Medical sciences				
Men	31.8	27.4	22.5	14.7
Women	30.7	23.6	21.1	19.8
Monticello				
Men	25.1	21.0	18.9	17.0
Women	—	20.6	18.1	16.4
Pine Bluff				
Men	25.0	22.2	19.9	16.0
Women	24.4	—	18.7	15.7
U of Central Arkansas				
Men	28.6	23.8	20.3	19.0
Women	—	24.5	19.9	17.5

CALIFORNIA

	Prof	Assoc Prof	Asst Prof	Inst
Azusa Pacific U				
Men	$22.5	$19.5	$16.1	$15.2
Women	—	18.3	16.7	—
Bakersfield C				
Men	33.3	27.6	24.2	—
Women	32.9	27.1	23.3	—
Bethany Bible C				
Men	23.6	17.9	15.4	—
Women	—	—	—	—
Biola U				
Men	28.6	23.6	20.8	16.8
Women	28.7	23.3	19.1	15.2
Cal Baptist C				
Men	19.2	17.7	15.0	—
Women	—	16.8	—	—
Cal C of Arts & Crafts				
Men	$21.1	$18.3	—	—
Women	21.2	—	—	—
California C of Podiatric Med				
Men	38.1	30.8	—	—
Women	38.6	—	—	—
Cal Inst of Tech				
Men	50.1	37.2	$30.3	$19.2
Women	—	—	29.9	—
Cal Lutheran C				
Men	28.1	24.4	20.8	19.9
Women	27.8	25.1	19.3	17.3
California Maritime Acad				
Men	27.8	26.9	24.6	19.0
Women	—	—	—	—
Cal St U				
Bakersfield				
Men	35.5	28.0	22.2	—
Women	34.1	27.3	22.4	—
Chico				
Men	35.4	27.0	22.3	—
Women	34.8	26.5	22.1	—
Dominguez Hills				
Men	35.0	27.3	22.4	—
Women	34.3	26.2	21.9	—
Fresno				
Men	35.7	27.3	21.9	20.9
Women	34.9	27.1	22.2	19.5
Fullerton				
Men	35.3	27.5	21.9	—
Women	35.2	27.1	21.9	20.2
Hayward				
Men	35.5	28.0	22.2	19.1
Women	34.9	27.0	21.7	19.3
Humboldt				
Men	35.2	27.1	22.0	—
Women	34.3	27.4	22.4	19.4
Long Beach				
Men	35.8	27.9	21.9	20.1
Women	35.3	27.6	22.0	—
Los Angeles				
Men	35.7	27.6	22.7	—
Women	34.5	26.5	22.5	—
Northridge				
Men	35.4	27.3	22.3	20.0
Women	34.9	26.6	22.4	19.9
Poly St U at San Luis Obispo				
Men	35.0	27.5	22.5	19.2
Women	33.8	26.8	22.2	19.8
Sacramento				
Men	35.4	27.4	22.3	19.5
Women	34.5	27.3	22.3	19.1
San Bernardino				
Men	34.7	27.7	22.2	—
Women	34.9	25.9	22.3	—
San Diego St U				
Men	35.9	27.7	22.7	—
Women	35.1	27.3	22.4	20.3
San Francisco St U				
Men	35.6	26.9	22.2	18.9
Women	35.4	27.0	22.0	19.0
San Jose St U				
Men	35.9	27.4	22.5	20.7
Women	35.0	26.8	22.2	19.3
Sonoma St U				
Men	35.7	28.0	21.7	—
Women	35.0	27.3	22.0	—
Stanislaus				
Men	35.6	27.6	21.8	19.6
Women	35.7	27.4	22.1	19.4
St Poly U at Pomona				
Men	35.3	26.7	22.4	—
Women	34.4	26.8	22.3	—
Cal Western Sch of Law				
Men	45.6	39.8	34.0	—
Women	—	35.3	—	—
Cerro Coso CC				
Men	33.7	28.5	23.1	—
Women	29.6	27.5	—	—
Chapman C				
Men	32.3	26.4	21.9	—
Women	—	25.4	19.7	—
Christ C Irvine				
Men	22.0	—	16.0	—
Women	—	—	—	—
Christian Heritage C				
Men	—	16.5	—	—
Women	—	16.0	—	—
Church Divinity Sch of the Pacific				
Men	30.5	—	—	—
Women	—	—	—	—
Claremont U				
Claremont McKenna C				
Men	37.3	26.3	23.5	—
Women	—	—	—	—
Graduate Sch				
Men	45.4	31.9	25.8	—
Women	—	—	—	—
Harvey Mudd C				
Men	41.3	30.7	25.1	—
Women	—	—	—	—
Claremont U—Continued				
Pitzer C				
Men	$34.2	$24.3	$21.2	—
Women	29.7	23.0	19.5	—
Pomona C				
Men	39.4	29.0	23.6	—
Women	36.5	28.6	21.9	$20.0
Scripps C				
Men	34.8	27.1	21.3	—
Women	33.9	24.8	20.5	—
Cogswell C				
Men	—	17.5	18.7	—
Women	—	—	—	—
Coleman C				
Men	—	—	—	15.9
Women	—	—	—	13.1
C of the Desert				
Men	35.6	32.5	26.5	—
Women	36.3	33.1	27.7	—
C of Notre Dame				
Men	25.0	20.3	17.9	—
Women	26.8	20.2	16.9	15.3
C of Osteopathic Med of the Pacific				
Men	19.5	21.0	13.3	—
Women	—	35.9	21.5	—
Compton CC				
Men	32.4	30.6	26.4	22.3
Women	31.7	30.2	28.0	—
Dominican C of San Rafael				
Men	22.2	20.5	19.3	—
Women	22.1	19.6	17.1	15.0
Fuller Theol Sem				
Men	26.7	21.3	20.3	—
Women	—	—	19.9	—
Golden Gate U				
Men	47.3	41.0	26.6	—
Women	—	37.9	30.1	—
Hebrew Union C—California				
Men	39.1	—	23.1	—
Women	—	—	—	—
Holy Names C				
Men	—	20.2	18.1	15.8
Women	24.2	21.2	18.1	15.7
Loma Linda U				
Men	21.8	21.4	20.3	19.0
Women	20.7	19.4	18.4	16.0
LA Baptist C				
Men	21.5	18.1	16.1	14.3
Women	—	—	—	12.7
LA C of Chiropractic				
Men	26.4	21.9	18.0	15.8
Women	—	—	—	17.0
Loyola Marymount U				
Men	39.9	29.2	23.5	—
Women	35.2	28.5	23.4	20.1
Marymount Palos Verdes C				
Men	—	—	19.1	—
Women	17.7	17.9	17.1	—
Mennonite Brethren Biblical Sem				
Men	30.0	23.9	—	—
Women	—	—	—	—
Mills C				
Men	34.3	27.0	21.7	—
Women	33.4	25.4	21.3	18.3
Monterey Inst of International Studies				
Men	27.7	21.9	—	—
Women	—	—	18.8	17.1
Mount Saint Mary's C				
Men	26.0	20.9	19.0	—
Women	27.3	22.9	19.4	15.8
National U				
Men	23.6	19.9	14.7	—
Women	—	21.4	—	—
Naval Postgrad Sch				
Men	40.8	32.8	26.5	—
Women	—	—	—	—
Northrop U				
Men	25.6	22.7	20.6	16.9
Women	—	—	—	18.2
Occidental C				
Men	36.3	27.8	21.4	20.3
Women	36.2	26.6	21.7	—
Ohlone C				
Men	33.6	30.8	28.7	27.5
Women	31.6	26.8	25.1	25.4
Pacific Christian C				
Men	11.0	6.9	—	—
Women	—	—	—	—
Pacific Sch of Religion				
Men	22.6	—	—	—
Women	—	—	—	—
Pacific Union C				
Men	28.9	20.8	19.6	18.4
Women	21.6	20.7	19.8	17.6
Palmer C of Chiropractic-West				
Men	—	20.0	21.3	13.9
Women	—	—	—	9.5
Pepperdine U				
Men	38.9	30.0	24.7	24.6
Women	33.5	29.3	23.5	—
Point Loma C				
Men	$26.4	$21.2	$17.8	—
Women	25.8	—	18.8	$15.7
Porterville C				
Men	33.5	29.6	—	—
Women	33.9	24.7	24.7	—
Rio Hondo C				
Men	36.8	35.4	32.9	28.9
Women	36.6	33.5	32.6	28.5
Riverside City C				
Men	—	33.4	28.5	25.4
Women	—	32.4	27.5	—
Saint Mary's C of Cal				
Men	35.3	27.3	22.3	—
Women	—	26.2	22.1	—
San Jose Bible C				
Men	10.9	—	—	—
Women	—	—	—	—
Sch of Theol at Claremont				
Men	22.2	—	—	—
Women	—	—	—	—
Simpson C				
Men	17.6	14.1	—	—
Women	—	—	—	—
Southern California C				
Men	28.5	25.1	23.1	—
Women	—	—	—	—
Southern Cal C of Optometry				
Men	31.6	27.8	25.6	20.7
Women	—	—	—	—
Southwestern U Sch of Law				
Men	42.5	31.0	—	22.5
Women	41.2	32.4	—	20.9
Stanford U				
Men	51.2	36.5	30.6	—
Women	44.1	32.5	26.9	—
Starr King Sch for the Ministry				
Men	23.5	—	—	—
Women	—	—	—	—
U of California				
Berkeley				
Men	44.3	29.9	24.7	—
Women	40.3	27.8	23.4	—
Davis				
Men	39.0	27.0	22.3	—
Women	35.8	25.7	21.4	—
Hastings C of Law				
Men	54.3	—	38.1	—
Women	—	—	—	—
Irvine				
Men	42.5	29.1	24.0	—
Women	36.7	28.6	22.6	—
Los Angeles				
Men	42.7	29.3	24.4	—
Women	38.6	27.0	22.6	—
Riverside				
Men	39.1	26.8	22.4	—
Women	36.0	26.0	22.0	—
San Diego				
Men	40.9	28.0	23.2	—
Women	35.5	26.8	22.4	—
San Francisco				
Men	43.3	31.9	31.2	—
Women	34.6	25.3	23.7	—
Santa Barbara				
Men	40.9	28.1	24.0	—
Women	34.4	26.4	22.0	—
Santa Cruz				
Men	38.7	27.3	22.8	—
Women	40.7	26.3	22.2	—
U of La Verne				
Men	31.4	23.0	18.5	—
Women	28.1	23.5	17.5	—
U of the Pacific				
Men	34.5	26.8	23.7	26.8
Women	31.3	28.8	20.1	16.8
U of Redlands				
Men	32.0	25.4	22.4	—
Women	28.9	25.9	22.2	—
U of San Diego				
Men	38.8	26.6	22.5	—
Women	32.1	25.2	21.4	—
U of San Francisco				
Men	42.8	32.5	25.8	23.4
Women	40.3	31.2	25.1	24.1
U of Santa Clara				
Men	46.2	33.1	25.6	—
Women	39.8	30.9	25.5	—
U of Southern California				
Men	45.4	31.8	26.3	23.8
Women	40.2	29.5	23.8	19.3
Westmont C				
Men	27.5	22.8	21.2*	—
Women	—	—	—	—
Whittier C				
Men	33.3	25.3	20.5	18.4
Women	—	24.4	18.7	19.0

COLORADO

	Prof	Assoc Prof	Asst Prof	Inst
Adams St C				
Men	$29.3	$24.2	$20.0	—
Women	31.0	—	20.4	—
Colorado C				
Men	38.5	28.0	21.1	$17.4
Women	—	28.1	20.3	18.3
Colorado Mountain C				
Men	25.7	20.8	19.9	17.1
Women	—	17.7	19.6	—
Colorado Sch of Mines				
Men	38.8	29.6	23.3	24.4
Women	—	—	23.2	—
Colorado St U				
Men	34.6	27.3	23.1	19.8
Women	31.3	25.0	22.6	16.7
Denver Conservative Baptist Sem				
Men	18.3	16.6	—	—
Women	—	—	—	—
Fort Lewis C				
Men	29.3	24.3	20.7	17.2
Women	28.8	21.8	20.6	—
Iliff Sch of Theol				
Men	41.3	28.6	—	—
Women	—	—	—	—
Loretto Heights C				
Men	27.5	—	17.0	—
Women	28.5	21.1	16.8	14.3

Continued on Following Page

National Averages for 1982-83 Salaries

	Total	Men	Women	Ratio*
Professor	$35,540	$35,956	$32,221	90%
Associate professor	26,921	27,262	25,738	94%
Assistant professor	22,056	22,586	21,130	94%
3 ranks combined	28,509	29,665	24,571	83%

* Female salary as a percentage of male salary.

Note: Data are for full-time faculty members on 9-month contracts.

SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS

FACT-FILE—Continued

COLORADO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Mesa C				
Men	$27.3	$23.3	$20.0	$17.8
Women	26.6	22.4	18.4	—
Metropolitan St C				
Men	29.8	24.7	21.3	18.0
Women	28.7	24.2	21.4	18.5
Nazarene Bible C				
Men	18.6	—	—	—
Women	—	—	$13.2	—
Regis C				
Men	28.0	$22.4	18.5	—
Women	—	22.4	19.1	—
U of Colorado				
Boulder				
Men	34.7	27.2	23.8	—
Women	30.5	25.3	22.4	20.0
Colorado Springs				
Men	32.7	26.8	23.4	—
Women	—	25.0	20.5	—
Denver				
Men	34.2	26.3	22.5	14.2
Women	30.4	22.1	21.3	17.7
Health Sci Center				
Men	38.6	33.0	29.7	—
Women	33.3	28.4	22.7	21.4
U of Denver				
Men	37.7	27.6	24.0	21.8
Women	35.1	30.8	21.8	20.9
U of Northern Colorado				
Men	30.7	23.0	18.8	17.4
Women	28.2	22.5	18.6	16.0
U of Southern Colorado				
Men	29.8	26.1	22.6	16.7
Women	29.6	24.4	20.2	16.9
Western Bible C				
Men	—	—	21.8	19.9
Women	—	—	—	—
Western St C of Colorado				
Men	30.0	23.3	20.2	15.3
Women	28.1	—	16.8	15.3

CONNECTICUT

	Prof	Assoc Prof	Asst Prof	Inst
Albertus Magnus C				
Men	—	—	—	—
Women	$25.3	$21.7	$18.0	$16.3
Asnuntuck CC				
Men	26.6	23.1	20.4	—
Women	—	—	—	16.8
Central Conn St C				
Men	34.7	28.1	23.8	21.3
Women	33.6	26.9	23.9	19.1
Connecticut C				
Men	33.0	25.7	20.9	18.9
Women	32.7	26.0	20.1	18.3
Eastern Conn St C				
Men	34.2	27.2	22.6	—
Women	34.7	27.4	22.1	—
Fairfield U				
Men	33.6	28.0	24.2	—
Women	31.5	28.3	22.3	—
Greater Hartford CC				
Men	28.6	25.7	23.6	—
Women	—	23.5	20.1	17.7
Greater New Haven Tech C				
Men	—	—	21.8	20.8
Women	—	—	21.9	20.9
Hartford C for Women				
Men	24.5	—	—	—
Women	—	—	—	—
Hartford Seminary				
Men	23.2	—	—	—
Women	25.1	—	—	—
Hartford St Tech C				
Men	31.5	27.0	23.5	—
Women	—	—	22.2	—
Housatonic Regional CC				
Men	27.8	24.6	24.4	19.8
Women	27.5	23.3	—	—
Manchester CC				
Men	28.3	24.2	23.0	17.1
Women	26.2	22.8	20.2	16.9
Mattatuck CC				
Men	28.0	25.3	22.4	18.1
Women	25.9	24.0	21.1	16.6
Middlesex CC				
Men	28.2	25.4	23.5	—
Women	27.1	24.1	21.4	—
Mohegan CC				
Men	26.9	23.6	20.9	—
Women	—	23.6	19.1	—
Northwestern Connecticut CC				
Men	31.4	24.4	22.0	—
Women	—	—	—	16.3
Norwalk CC				
Men	29.5	26.2	23.4	—
Women	26.4	23.8	20.0	16.6
Norwalk St Tech C				
Men	30.0	25.7	24.7	—
Women	—	—	—	—
Post C				
Men	—	23.1	19.3	—
Women	—	22.9	17.2	—
Quinebaug Valley CC				
Men	—	—	—	—
Women	—	—	21.3	—
Quinnipiac C				
Men	33.2	27.3	21.9	—
Women	34.5	27.8	21.9	18.1
Sacred Heart U				
Men	28.9	24.5	18.8	—
Women	28.9	22.7	18.4	16.1
Saint Joseph C				
Men	26.3	22.8	19.4	—
Women	25.4	22.1	19.8	16.7
South Central CC				
Men	27.6	23.8	20.3	—
Women	—	22.6	—	17.4
Southern Connecticut St C				
Men	34.3	27.7	24.5	21.8
Women	35.7	27.3	23.8	20.0
Thames Valley St Tech C				
Men	31.9	26.8	22.9	—
Women	—	—	21.5	18.9
Trinity C				
Men	39.8	28.7	21.5	—
Women	—	26.7	21.5	—
Tunxis CC				
Men	26.5	22.9	—	17.2
Women	—	22.9	20.3	—
U of Bridgeport				
Men	37.3	28.8	24.7	21.8
Women	34.8	27.4	21.9	18.2

CONNECTICUT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Connecticut				
Men	$41.7	$30.2	$25.0	$23.6
Women	36.7	28.2	23.2	20.5
Health Center				
Men	53.3	41.4	33.4	—
Women	—	—	—	—
U of Hartford				
Men	33.4	26.7	22.0	19.0
Women	27.5	27.2	21.0	18.0
U of New Haven				
Men	29.2	24.7	21.9	—
Women	28.5	24.3	21.0	—
Waterbury St Tech C				
Men	31.0	27.3	23.7	—
Women	—	—	—	—
Wesleyan U				
Men	40.7	28.7	22.3	18.8
Women	34.5	27.7	22.2	19.3
Western Connecticut St C				
Men	33.0	26.8	22.6	17.3
Women	32.9	25.6	22.8	18.9
Yale U				
Men	49.3	29.2	23.4	19.8
Women	45.6	29.0	21.9	17.5

DELAWARE

	Prof	Assoc Prof	Asst Prof	Inst
Delaware St C				
Men	$33.9	$27.7	$22.4	$18.5
Women	32.0	25.0	22.8	18.3
Goldey Beacom C				
Men	—	21.8	—	—
Women	24.2	19.0	18.5	—
U of Delaware				
Men	40.5	28.6	23.0	17.6
Women	36.9	27.6	21.3	18.6
Wesley C				
Men	20.4	20.1	16.1	—
Women	17.9	17.8	16.2	11.4

DISTRICT OF COLUMBIA

	Prof	Assoc Prof	Asst Prof	Inst
American U				
Men	$38.0	$29.3	$24.9	$21.3
Women	35.8	27.2	24.6	20.2
Catholic U of America				
Men	33.8	26.2	20.8	16.5
Women	27.2	24.5	20.8	18.4
Corcoran School of Art				
Men	—	18.0	17.1	—
Women	—	—	19.9	—
Gallaudet C				
Men	36.7	30.0	24.8	19.5
Women	35.3	30.9	24.0	18.4
George Washington U				
Men	41.7	30.6	24.5	19.5
Women	36.3	28.3	22.4	16.7
Georgetown U				
Men	43.1	31.5	24.4	20.1
Women	40.2	29.3	22.4	16.3
Howard U				
Men	37.4	28.8	24.0	20.0
Women	35.0	27.9	23.3	19.5
Mount Vernon C				
Men	—	26.3	19.7	—
Women	33.6	—	20.5	—
Strayer C				
Men	—	19.3	17.7	15.4
Women	—	—	—	15.4
Trinity C				
Men	—	—	18.5	16.1
Women	28.7	22.5	18.4	16.5
U of DC				
Men	36.5	29.1	23.4	20.5
Women	35.8	28.5	23.5	20.1
Wesley Theol Sem				
Men	28.1	—	—	—
Women	—	—	—	—

FLORIDA

	Prof	Assoc Prof	Asst Prof	Inst
Baptist Bible Inst				
Men	$19.2	$18.2	$16.3	—
Women	—	—	—	—
Barry U				
Men	24.9	23.7	19.0	—
Women	26.7	22.0	17.9	—
Bethune Cookman C				
Men	22.0	18.8	17.4	$14.1
Women	—	17.1	16.8	14.6
Biscayne C				
Men	20.1	20.0	16.9	14.4
Women	19.6	—	17.9	14.7
C of Boca Raton				
Men	—	17.8	15.9	—
Women	—	—	—	11.3
Eckerd C				
Men	27.2	22.9	19.4	—
Women	24.0	23.5	18.4	—
Edward Waters C				
Men	—	13.8	12.5	—
Women	—	—	12.8	12.6
Embry-Riddle Aeron U				
Men	30.7	24.2	19.7	15.7
Women	—	21.2	17.3	15.3
Florida A & M U				
Men	34.8	26.5	22.2	18.3
Women	34.8	25.8	20.5	17.5
Florida Atlantic U				
Men	34.1	27.2	22.8	18.5
Women	30.9	24.3	21.0	—
Florida Inst of Tech				
Men	29.2	25.1	20.4	15.5
Women	—	—	18.5	13.9
Florida International U				
Men	35.5	26.9	22.8	18.7
Women	32.4	24.9	20.4	18.0
Florida St U				
Men	36.6	26.6	22.2	19.1
Women	33.1	25.2	20.6	17.7
Gulf Coast CC				
Men	22.6	22.3	21.2	18.1
Women	—	22.3	20.9	20.5
Indian River CC				
Men	29.9	27.0	22.7	20.4
Women	—	27.2	22.7	23.1
Jacksonville U				
Men	22.6	18.7	15.8	12.2
Women	23.1	19.5	15.5	—
Manatee JC				
Men	21.4	21.8	19.2	—
Women	—	18.4	18.1	18.3
Miami Christian C				
Men	23.7	20.5	—	—
Women	—	—	—	—
Miami-Dade CC				
Men	27.2	23.1	18.7	15.3
Women	26.2	21.8	17.8	15.3

FLORIDA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Nova U				
Men	$42.7	$30.6	$24.5	—
Women	—	26.5	23.0	—
Palm Beach Atlantic C				
Men	—	18.2	16.7	—
Women	—	19.3	16.2	—
Palm Beach JC				
Men	21.9	19.3	18.9	$17.5
Women	21.3	18.9	19.7	17.2
Pensacola JC				
Men	29.4	24.9	22.5	17.3
Women	29.8	25.1	21.7	17.7
Rollins C				
Men	32.9	27.9	21.7	—
Women	29.3	24.3	22.0	—
Saint Leo C				
Men	21.2	17.5	14.7	12.4
Women	—	17.1	15.3	—
Southeastern C of Assemblies of God				
Men	21.9	19.9	18.1	—
Women	—	16.1	18.2	—
Southeastern C of Osteopathic Med				
Men	—	24.1	—	—
Women	—	—	—	—
Stetson U				
Men	30.8	22.8	20.5	14.8
Women	27.0	21.3	19.8	14.2
Tampa Tech Inst				
Men	18.0	14.5	12.5	—
Women	—	—	13.4	—
U of Central Fla				
Men	34.8	27.1	23.0	17.3
Women	28.5	25.0	20.7	16.5
U of Florida				
Men	38.0	27.9	24.6	18.8
Women	32.6	25.7	22.2	15.6
U of Miami				
Men	37.8	28.3	23.2	21.0
Women	32.3	26.1	21.8	17.9
U of North Florida				
Men	32.7	26.9	22.8	—
Women	—	25.5	21.2	—
U of South Florida				
Men	35.4	26.7	22.1	20.8
Women	32.9	25.7	21.1	20.0
U of Tampa				
Men	28.4	21.8	17.9	—
Women	—	20.6	17.2	—
U of West Florida				
Men	32.6	26.9	22.3	19.0
Women	—	26.1	20.7	17.5
Warner Southern C				
Men	23.9	—	18.9	—
Women	—	—	—	—
Webber C				
Men	—	19.1	—	—
Women	—	—	—	—

GEORGIA

	Prof	Assoc Prof	Asst Prof	Inst
Abraham Baldwin Agricultural C				
Men	$28.6	$23.0	$20.8	$17.9
Women	—	23.0	20.4	17.6
Agnes Scott C				
Men	30.1	24.1	20.4	—
Women	29.5	23.9	18.7	17.6
Albany JC				
Men	—	22.8	21.3	—
Women	—	21.6	19.7	17.9
Albany St C				
Men	31.1	25.4	21.9	17.6
Women	31.8	26.5	21.2	17.4
Andrew C				
Men	—	—	—	11.8
Women	—	—	—	11.4
Armstrong St C				
Men	31.1	26.4	20.3	16.1
Women	30.8	23.8	20.3	17.1
Atlanta Christian C				
Men	23.1	—	—	—
Women	—	—	—	—
Atlanta JC				
Men	—	25.2	21.7	19.9
Women	—	—	21.2	19.9
Atlanta U				
Men	27.1	23.3	19.1	—
Women	23.0	21.3	18.8	—
Augusta C				
Men	33.6	26.4	20.8	18.6
Women	31.1	25.5	21.1	18.2
Bainbridge JC				
Men	—	24.5	21.5	17.0
Women	—	—	22.7	18.0
Berry C				
Men	30.6	24.8	20.1	17.8
Women	—	23.4	20.6	—
Brenau C				
Men	27.7	22.0	18.1	—
Women	—	18.3	18.2	—
Brewton-Parker C				
Men	—	15.0	12.4	10.6
Women	—	—	—	10.7
Brunswick JC				
Men	—	24.9	21.6	17.3
Women	—	—	20.7	17.3
Clayton JC				
Men	30.6	22.7	21.2	21.7
Women	—	23.6	21.3	17.9
Columbia Theol Sem				
Men	24.1	—	—	—
Women	—	—	—	—
Columbus C				
Men	30.0	25.4	21.2	17.2
Women	28.0	24.5	22.0	16.7
Dalton JC				
Men	—	25.1	22.1	16.0
Women	—	—	21.2	14.4
Emanuel County JC				
Men	—	—	21.2	—
Women	—	—	—	—
Floyd JC				
Men	32.1	26.2	19.8	—
Women	—	22.5	19.3	—
Ft Valley State C				
Men	32.7	28.7	23.6	17.3
Women	35.5	26.4	21.7	15.8
Gainesville JC				
Men	25.5	23.2	20.4	18.1
Women	27.9	22.3	18.7	—
Georgia C				
Men	31.5	24.7	19.8	—
Women	29.3	24.2	20.5	17.0
Georgia Inst of Tech				
Men	41.9	31.4	27.1	25.6
Women	28.9	27.0	23.5	—

GEORGIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Georgia Inst of Tech—Continued				
Southern Tech Inst				
Men	$29.6	$25.5	$23.4	—
Women	—	23.7	20.6	—
Georgia Military C				
Men	16.7	—	—	—
Women	—	—	—	—
Georgia Southern C				
Men	31.3	25.8	21.8	$15.9
Women	30.4	25.5	19.8	14.9
Georgia Southwestern C				
Men	30.2	26.2	22.5	18.7
Women	31.7	26.1	20.2	17.3
Georgia St U				
Men	40.3	30.3	24.4	17.6
Women	37.6	27.7	23.5	17.7
Gordon JC				
Men	—	24.6	19.6	16.7
Women	—	24.6	20.8	15.6
Interdenominational Theol Center				
Men	28.2	20.2	—	15.7
Women	—	—	—	12.5
Kennesaw C				
Men	34.1	27.1	24.0	21.2
Women	—	27.2	24.2	20.0
La Grange C				
Men	25.2	20.9	17.9	—
Women	—	20.9	17.3	—
Macon JC				
Men	28.7	24.9	21.2	15.3
Women	—	23.0	19.5	15.0
Medical C of Georgia				
Men	49.8	38.8	27.9	—
Women	31.5	25.5	22.3	17.6
Mercer U				
Main Campus				
Men	33.6	27.0	21.5	18.3
Women	31.4	24.8	20.9	17.3
Atlanta				
Men	22.5	20.0	19.5	17.2
Women	—	19.6	18.2	15.8
Southern Sch of Pharmacy				
Men	26.4	22.9	20.8	—
Women	—	—	—	—
Middle Georgia C				
Men	26.4	23.2	20.3	—
Women	—	22.3	19.5	16.4
Morehouse C				
Men	24.1	18.0	16.4	14.5
Women	24.7	16.6	15.9	13.4
Morris Brown C				
Men	—	16.1	13.7	11.9
Women	21.5	15.0	13.0	11.1
North Georgia C				
Men	29.2	24.6	22.0	17.0
Women	29.8	24.4	21.2	17.7
Oglethorpe U				
Men	31.5	24.0	18.5	—
Women	—	23.1	—	—
Paine C				
Men	22.5	20.8	17.1	17.4
Women	—	—	17.3	15.7
Piedmont C				
Men	12.4	11.0	9.6	—
Women	—	—	—	—
Reinhardt C				
Men	—	16.2	—	—
Women	—	—	—	—
Savannah St C				
Men	31.3	25.6	22.6	19.8
Women	32.4	23.2	20.8	16.8
Shorter C				
Men	25.2	19.6	18.1	—
Women	—	18.4	14.2	—
South Georgia C				
Men	—	24.9	22.3	18.3
Women	—	24.2	20.4	17.2
Spelman C				
Men	20.6	22.3	16.2	13.0
Women	27.2	20.6	17.0	12.9
Tift C				
Men	21.0	15.2	—	—
Women	—	15.2	14.8	—
Toccoa Falls C				
Men	—	—	16.0	—
Women	—	—	14.5	—
U of Georgia				
Men	41.3	29.9	23.5	17.9
Women	37.7	28.8	22.4	17.3
Valdosta St C				
Men	30.6	25.7	22.7	18.4
Women	29.1	24.4	20.4	19.1
Waycross JC				
Men	—	—	21.9	—
Women	—	—	21.3	—
Wesleyan C				
Men	20.7	16.4	18.6	—
Women	19.5	—	16.5	17.8
West Georgia C				
Men	30.8	24.7	20.1	12.2
Women	28.6	24.8	19.6	11.3

HAWAII

	Prof	Assoc Prof	Asst Prof	Inst
Chaminade U Honolulu				
Men	$24.6	$20.0	$17.5	$13.8
Women	—	19.8	17.2	13.7
Hawaii Loa C				
Men	22.1	19.6	16.1	13.6
Women	—	—	17.8	—
Hawaii Pacific C				
Men	—	23.6	16.5	—
Women	—	—	—	11.4
U of Hawaii				
Hilo				
Men	34.7	27.9	22.0	—
Women	—	26.0	22.3	—
Manoa				
Men	38.0	28.8	23.8	19.5
Women	34.9	27.8	23.2	19.5
West Oahu C				
Men	—	24.3	—	—
Women	—	—	20.1	—

IDAHO

	Prof	Assoc Prof	Asst Prof	Inst
Boise St U				
Men	$28.2	$24.0	$20.5	$19.6
Women	27.2	23.0	19.4	16.9
C of Idaho				
Men	22.6	20.3	16.5	—
Women	22.2	—	—	—
C of Southern Idaho				
Men	24.8	21.5	20.4	19.3
Women	25.5	21.8	16.2	17.4

IDAHO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Idaho St U				
Men	$29.2	$24.5	$21.2	$20.0
Women	27.6	23.8	20.1	17.2
Lewis-Clark St C				
Men	25.4	22.8	19.1	—
Women	—	23.2	19.7	—
Northwest Nazarene C				
Men	24.3	19.6	17.9	15.5
Women	—	—	19.1	15.6
U of Idaho				
Men	31.7	25.7	21.7	—
Women	32.0	23.7	20.6	—

ILLINOIS

	Prof	Assoc Prof	Asst Prof	Inst
American Conservatory of Music				
Men	$21.9	$15.5	—	—
Women	—	16.2	—	—
Augustana C				
Men	34.1	27.7	$22.5	$18.3
Women	—	27.8	21.4	18.1
Aurora C				
Men	25.4	22.9	21.3	—
Women	—	21.5	20.2	—
Barat C				
Men	21.3	—	17.1	11.7
Women	20.8	16.9	15.5	12.0
Bethany Theol Sem				
Men	26.1	—	—	—
Women	—	—	—	—
Black Hawk C				
Men	29.4	27.1	21.7	19.4
Women	29.3	25.0	20.1	17.6
East Campus				
Men	—	23.6	20.1	—
Women	—	19.9	—	16.9
Bradley U				
Men	33.7	27.6	23.7	16.4
Women	30.6	25.5	20.6	17.6
Catholic Theol Union				
Men	25.0	21.1	16.0	
Women	—	—	19.6	—
Chicago St U				
Men	27.7	23.7	19.8	15.5
Women	25.9	22.2	18.5	16.3
City C of Chicago				
City-Wide C				
Men	32.0	27.2	23.3	20.5
Women	—	24.6	24.4	20.5
Daley C				
Men	32.6	30.5	28.8	20.5
Women	31.7	30.0	26.8	21.1
Kennedy-King C				
Men	33.2	30.7	27.8	23.3
Women	33.0	30.5	26.9	23.5
Loop C				
Men	33.5	30.5	28.2	20.5
Women	32.5	29.9	27.1	21.4
Malcolm X C				
Men	—	27.3	27.2	23.5
Women	32.6	26.9	25.2	22.8
Olive-Harvey C				
Men	32.3	30.5	27.6	22.2
Women	30.4	29.8	27.3	23.3
Truman C				
Men	32.7	30.1	26.2	18.3
Women	34.1	30.1	24.1	17.8
Wright C				
Men	34.1	31.1	28.6	19.4
Women	35.0	30.4	27.2	17.4
C of Saint Francis				
Men	27.8	22.2	20.7	18.2
Women	—	25.0	20.4	18.3
Concordia C				
Men	24.2	22.3	20.2	14.3
Women	23.6	21.3	16.6	—
DePaul U				
Men	36.8	29.5	23.7	18.8
Women	33.4	27.2	22.4	18.5
Eastern Illinois U				
Men	28.2	23.0	19.1	17.3
Women	27.6	21.6	18.5	15.7
East-West U				
Men	—	—	18.4	15.0
Women	—	—	—	—
Elmhurst C				
Men	31.2	25.2	20.7	—
Women	30.2	25.7	20.4	17.8
Eureka C				
Men	21.3	16.3	14.2	—
Women	19.8	16.8	15.8	—
Garrett-Evangelical Theol Sem				
Men	30.0	—	—	—
Women	—	—	—	—
George Williams C				
Men	25.4	19.6	17.5	—
Women	26.3	19.5	17.9	—
Greenville C				
Men	20.2	19.0	15.1	—
Women	20.1	—	—	—
Illinois Benedictine C				
Men	29.0	23.1	19.1	—
Women	28.6	21.5	21.0	—
Illinois Central C				
Men	32.9	28.0	24.1	19.7
Women	31.4	27.6	23.7	19.3
Illinois C				
Men	27.7	24.1	18.1	16.1
Women	—	—	17.6	—
Illinois C of Optometry				
Men	—	32.5	24.5	—
Women	—	—	23.9	—
Illinois Inst of Tech				
Men	41.0	31.2	24.8	18.7
Women	—	30.4	23.9	20.1
Illinois St U				
Men	31.3	25.3	21.1	17.4
Women	31.0	24.2	20.2	15.9
Illinois Wesleyan U				
Men	31.2	24.9	19.3	17.9
Women	—	22.3	19.6	18.3
John Marshall Law Sch				
Men	53.2	41.5	30.1	—
Women	—	—	—	18.0
Judson C				
Men	23.8	19.8	17.1	—
Women	—	—	15.8	—
Kendall C				
Men	—	—	18.2	—
Women	—	—	18.5	—
Knox C				
Men	33.0	26.4	20.6	18.5
Women	—	—	19.6	—
Lake Forest C				
Men	34.0	28.7	22.7	19.4
Women	33.8	28.0	21.2	18.8

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Lewis and Clark CC				
Men	$26.2	$23.3	$21.2	$18.8
Women	26.5	23.0	21.3	18.8
Lewis U				
Men	23.2	20.4	18.9	15.2
Women	—	20.7	17.9	15.1
Lincoln Christian C				
Men	18.9	16.4	15.7	—
Women	—	—	—	—
Lincoln C				
Men	—	19.8	17.5	15.5
Women	—	19.5	—	14.8
Loyola U of Chicago				
Men	36.4	29.2	24.5	23.2
Women	33.8	28.0	23.0	21.3
Lutheran School of Theology Chicago				
Men	29.8	—	—	—
Women	—	—	—	—
MacMurray C				
Men	26.0	20.6	18.4	16.3
Women	—	—	17.8	17.9
McCormick Theol Sem				
Men	29.2	—	—	—
Women	—	—	—	—
McKendree C				
Men	24.3	20.0	19.7	—
Women	—	—	19.6	—
Millikin U				
Men	30.7	24.9	20.1	17.0
Women	—	23.6	20.1	15.3
Monmouth C				
Men	26.7	22.8	19.2	18.2
Women	—	23.4	—	14.9
Moraine Valley CC				
Men	29.3	25.2	20.2	17.7
Women	29.1	24.4	20.0	17.0
Mundelein C				
Men	25.4	21.1	16.9	—
Women	24.9	19.8	16.3	16.3
National C Chiropractic				
Men	24.6	25.1	19.7	17.4
Women	—	—	18.5	14.4
North Central C				
Men	28.5	25.3	19.5	16.9
Women	28.1	—	21.2	18.5
Northeastern Illinois U				
Men	28.1	23.1	[illegible]	—
Women	26.3	22.2	19.8	19.6
Northern Baptist Theol Sem				
Men	21.5	—	—	—
Women	—	—	—	—
Northern Illinois U				
Men	33.1	26.3	20.8	14.2
Women	31.4	24.9	20.3	14.7
North Park C & Theol Sem				
Men	26.5	22.6	—	16.3
Women	—	22.3	18.8	16.4
Northwestern U				
Men	42.8	29.1	[illegible]	27.6
Women	40.0	28.4	[illegible]	—
Oakton CC				
Men	31.0	27.2	[illegible]	19.9
Women	28.8	26.3	[illegible]	21.8
Olivet Nazarene C				
Men	23.7	21.4	17.6	16.4
Women	—	19.2	17.5	—
Principia C				
Men	30.1	24.7	18.4	15.4
Women	—	23.2	17.1	13.5
Quincy C				
Men	26.4	23.1	18.9	16.8
Women	—	21.8	20.6	—
Richland CC				
Men	25.9	23.1	22.1	18.0
Women	—	22.7	20.7	—
Rockford C				
Men	27.1	21.1	20.4	15.4
Women	25.4	21.5	16.3	12.7
Roosevelt U				
Men	28.1	23.1	20.2	15.9
Women	25.7	21.4	19.2	15.0
Rosary C				
Men	—	25.3	20.0	—
Women	—	24.2	19.5	13.4
Sangamon St U				
Men	31.2	26.3	22.6	—
Women	29.3	26.5	21.3	—
Sauk Valley C				
Men	25.5	24.9	21.8	—
Women	—	24.3	19.7	15.8
Sch of Art Inst of Chicago				
Men	29.1	24.2	19.6	—
Women	29.6	24.3	19.8	—
Seabury-Western Theol Sem				
Men	18.8	15.8	—	—
Women	—	—	—	—
Southern Illinois U				
Carbondale				
Men	32.9	25.3	20.8	18.2
Women	29.8	23.4	19.3	16.6
Edwardsville				
Men	30.3	26.2	23.1	18.8
Women	28.4	23.1	20.3	15.9
Spertus C of Judaica				
Men	30.2	—	—	—
Women	—	—	—	—
Trinity Christian C				
Men	27.5	25.1	21.0	20.0
Women	—	—	—	—
Trinity C				
Men	24.3	18.8	16.4	12.3
Women	—	19.5	18.0	—
Trinity Evangelical Divinity School				
Men	27.0	25.9	18.2	—
Women	—	—	—	—
William Rainey Harper C				
Men	37.6	31.0	25.2	21.6
Women	31.4	30.8	25.7	20.8
U of Chicago				
Men	47.5	31.1	26.6	20.7
Women	39.7	30.8	26.0	15.5
U of Health Sciences				
Chicago Med Sch				
Men	—	—	—	—
Women	—	32.4	18.8	—
U of Illinois				
Chicago Circle				
Men	38.4	28.3	22.8	18.1
Women	36.3	28.3	22.0	19.5
Chicago-Health Sci Center				
Men	39.8	29.7	24.9	16.4
Women	31.8	26.1	21.9	17.4

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Illinois—Continued				
Urbana-Champaign				
Men	$40.5	$28.6	$25.7	$22.3
Women	36.1	26.4	22.2	—
Western Illinois U				
Men	29.1	24.0	20.6	14.4
Women	26.9	23.0	20.1	14.7
Wheaton C				
Men	28.2	24.2	19.3	—
Women	27.8	23.1	19.1	—

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Anderson C				
Men	$26.2	$22.5	$18.7	$17.2
Women	23.3	20.0	17.7	16.5
Ball State U				
Men	32.0	25.3	20.9	14.4
Women	31.7	25.1	19.4	14.1
Butler U				
Men	29.6	24.5	20.2	—
Women	29.3	22.2	18.2	16.6
Calumet C				
Men	21.3	18.0	14.6	—
Women	—	—	—	—
Concordia Theol Sem				
Men	22.1	19.1	16.8	—
Women	—	—	—	—
DePauw U				
Men	33.4	28.0	22.7	—
Women	29.7	26.1	21.4	—
Earlham C				
Men	30.0	23.1	17.0	—
Women	—	—	18.6	—
Ft Wayne Bible C				
Men	21.4	18.0	12.8	—
Women	—	17.7	—	—
Franklin C of Indiana				
Men	21.2	17.8	17.7	—
Women	18.4	17.5	17.4	—
Goshen Biblical Sem				
Men	18.1	16.6	—	—
Women	—	—	—	—
Goshen C				
Men	21.8	17.3	17.6	—
Women	21.7	17.8	16.4	—
Grace C				
Men	23.7	20.6	17.5	—
Women	—	19.1	—	—
Grace Theol Sem				
Men	25.4	21.8	—	—
Women	—	—	—	—

INDIANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Huntington C				
Men	$24.1	$20.4	$16.7	$13.4
Women	—	—	—	12.7
Indiana Central U				
Men	26.7	23.3	19.1	—
Women	—	21.7	19.2	16.4
Indiana St U				
Men	30.8	24.8	20.6	15.8
Women	29.2	23.5	19.5	14.9
Evansville				
Men	30.1	24.7	21.5	18.6
Women	30.5	24.3	18.1	14.8
Indiana U				
Bloomington				
Men	36.4	27.0	22.9	—
Women	33.7	25.9	20.8	—
East				
Men	—	23.5	18.1	—
Women	—	—	16.6	—
Kokomo				
Men	29.6	24.4	—	—
Women	—	23.6	19.8	—
Northwest				
Men	34.6	28.0	21.0	—
Women	—	27.0	20.4	—
South Bend				
Men	32.2	26.6	20.6	—
Women	—	23.9	19.9	—
Southeast				
Men	31.0	23.8	18.4	—
Women	28.5	22.9	17.7	—
Indiana U-Purdue U				
Ft Wayne				
Men	30.9	26.6	21.2	20.5
Women	—	24.5	19.4	15.4
Indianapolis				
Men	35.1	26.5	21.8	—
Women	30.6	24.0	19.4	13.2
Manchester C				
Men	27.1	21.8	17.9	16.5
Women	—	21.8	17.4	—
Marian C				
Men	21.8	19.9	17.1	—
Women	—	—	17.3	15.2
Marion C				
Men	21.4	19.1	15.4	—
Women	22.0	16.9	14.1	11.5
Oakland City C				
Men	16.4	—	14.6	—
Women	16.6	—	13.9	—

INDIANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Purdue U				
Men	$40.6	$29.6	$24.0	$18.3
Women	35.8	27.1	22.7	14.9
Calumet				
Men	33.5	27.0	22.8	18.6
Women	34.3	24.6	20.2	14.4
North Central				
Men	31.8	26.3	22.4	—
Women	—	25.1	19.1	—
Rose-Hulman Inst of Tech				
Men	35.2	28.8	24.3	—
Women	—	—	—	—
Saint Joseph's C				
Men	24.8	22.7	21.0	18.9
Women	—	—	16.9	—
Saint Mary-of-the-Woods C				
Men	—	17.0	14.1	10.3
Women	—	—	13.1	12.0
Saint Mary's C				
Men	32.8	25.9	20.5	—
Women	30.3	25.9	20.3	17.4
Saint Meinrad C				
Men	—	—	20.8	—
Women	—	—	—	—
Saint Meinrad Sch of Theol				
Men	—	22.6	—	—
Women	—	—	—	—
Taylor U				
Men	24.1	20.7	17.9	14.7
Women	23.6	20.7	17.4	—
Tri-State U				
Men	25.5	22.1	20.0	—
Women	—	20.7	18.6	—
U of Evansville				
Men	28.7	24.5	22.0	17.6
Women	28.3	23.0	19.8	17.6
U of Notre Dame				
Men	40.8	31.4	25.8	27.3
Women	39.3	28.4	22.7	21.5
Valparaiso U				
Men	29.9	23.7	20.6	16.1
Women	25.9	23.1	19.6	14.9
Vincennes U				
Men	26.1	21.9	19.4	17.6
Women	24.9	20.9	17.3	13.3
Wabash C				
Men	37.9	28.8	21.9	—
Women	—	—	22.0	—

Statewide Averages for Faculty Salaries, 1982-83

	Professor		Associate professor		Assistant professor		Instructor	
	Men	Women	Men	Women	Men	Women	Men	Women
Alabama	$31,809	$27,364	$25,325	$23,107	$21,293	$19,390	$16,807	$16,293
Alaska	55,242	50,170	43,465	43,755	36,154	35,172	30,577	29,512
Arizona	40,063	34,810	29,858	27,312	24,283	22,730	18,618	18,298
Arkansas	30,436	26,563	24,380	22,460	21,020	19,491	17,208	16,347
California	38,351	35,024	28,347	27,354	23,572	22,480	21,148	19,773
Colorado	33,244	30,226	26,061	24,397	22,165	20,658	18,132	17,287
Connecticut	39,385	33,526	27,827	26,275	23,261	21,991	20,037	18,448
Delaware	40,013	30,629	28,116	25,905	22,544	20,828	18,238	17,437
District of Columbia	37,928	35,015	28,699	27,537	23,021	22,459	19,433	18,527
Florida	35,084	30,444	26,065	24,181	21,615	20,343	17,168	16,573
Georgia	34,285	28,467	26,35[illegible]	24,110	21,701	20,422	16,657	16,064
Hawaii	37,403	33,613	27,956	26,364	22,833	22,459	16,872	18,224
Idaho	28,829	26,835	23,961	23,036	20,766	19,414	19,378	17,009
Illinois	35,654	30,572	26,666	25,335	22,715	21,221	18,800	17,721
Indiana	33,566	29,646	26,197	23,917	21,590	19,643	17,627	14,775
Iowa	33,024	28,913	25,831	24,675	21,615	20,048	18,316	16,772
Kansas	32,516	28,998	24,713	23,241	21,179	19,323	16,837	16,168
Kentucky	31,061	28,012	24,645	23,028	20,843	19,422	16,939	16,186
Louisiana	32,998	29,207	26,917	25,032	22,866	20,798	17,524	17,339
Maine	32,584	29,335	25,017	23,508	20,042	18,536	16,140	15,762
Maryland	37,242	33,562	28,473	27,164	23,109	22,127	17,534	17,175
Massachusetts	40,120	34,277	29,098	26,795	23,991	22,347	18,889	17,802
Michigan	35,487	31,508	27,098	25,412	22,962	21,233	18,889	17,315
Minnesota	35,352	32,954	26,983	25,901	22,358	20,960	17,830	17,083
Mississippi	29,660	26,434	24,331	22,969	20,002	18,699	16,021	15,512
Missouri	32,388	29,564	25,627	23,898	21,068	19,636	16,981	16,337
Montana	31,153	29,425	25,678	24,923	21,715	20,733	19,169	17,080
Nebraska	30,961	28,024	24,509	23,991	20,236	19,681	16,474	16,482
Nevada	37,882	36,468	29,451	29,043	24,502	23,304	18,078	21,765
New Hampshire	32,494	27,442	24,392	23,560	20,711	19,047	16,894	15,236
New Jersey	40,594	36,962	30,352	28,800	24,111	22,946	18,914	17,845
New Mexico	36,130	31,653	27,451	26,150	23,151	21,091	19,259	18,164
New York	38,946	35,827	29,805	28,479	23,754	22,665	19,032	17,753
North Carolina	32,859	27,709	25,458	23,691	20,997	20,049	17,957	16,272
North Dakota	31,938	29,466	27,115	25,347	22,899	21,181	18,849	18,903
Ohio	35,042	30,513	27,255	25,399	22,163	20,638	18,239	17,256
Oklahoma	34,507	30,355	28,272	26,884	24,678	22,938	20,953	19,325
Oregon	31,116	28,823	24,589	23,708	20,961	19,436	17,129	16,392
Pennsylvania	36,661	31,955	27,737	25,812	22,843	21,038	17,794	16,389
Rhode Island	38,175	31,490	27,069	25,603	22,680	21,236	19,276	16,385
South Carolina	32,392	27,138	24,262	22,658	21,867	18,929	15,872	15,104
South Dakota	27,044	26,037	22,303	21,733	19,615	18,198	16,550	14,858
Tennessee	31,585	27,472	24,565	22,693	20,437	19,194	16,844	15,843
Texas	36,442	31,611	28,403	26,228	23,671	22,070	19,041	18,444
Utah	35,341	31,658	26,687	25,280	22,562	20,600	18,623	16,729
Vermont	32,340	28,422	24,722	23,338	20,413	19,903	17,839	17,074
Virginia	34,292	28,925	26,147	24,084	21,623	20,049	17,211	16,296
Washington	32,962	28,157	25,553	24,633	21,310	20,374	18,037	17,678
West Virginia	27,927	25,259	23,259	21,357	19,618	18,383	16,158	15,196
Wisconsin	34,942	31,943	26,467	25,266	22,624	21,244	19,652	18,176
Wyoming	39,015	35,125	31,564	30,468	25,759	24,287	22,037	20,273
US Service Schools	42,200	27,156	34,068	29,845	26,561	24,969	20,506	0
Guam	31,676	31,216	25,603	26,127	22,637	21,536	19,280	18,370
Puerto Rico	28,223	26,046	22,552	20,192	20,153	18,665	16,702	15,862
Virgin Islands	32,203	29,803	25,791	27,008	22,383	21,857	19,417	18,565
50 states and D.C.	$35,956	$32,221	$27,262	$25,738	$22,586	$21,130	$18,160	$17,102

Note: Data are for full-time faculty members on 9-month contracts.

SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C				
Men	$25.6	$21.6	$19.2	$17.2
Women	—	—	20.4	16.6
Buena Vista C				
Men	28.6	23.7	21.1	17.9
Women	—	22.6	18.6	16.3
Central U of Iowa				
Men	27.4	23.8	20.3	—
Women	—	24.2	19.4	16.9
Clarke C				
Men	—	21.8	16.2	—
Women	24.3	23.0	17.3	15.7
Coe C				
Men	31.8	25.6	20.5	16.4
Women	—	24.4	20.2	18.1
Cornell C				
Men	29.8	23.4	19.8	—
Women	30.3	24.1	18.6	—
Divine Word C				
Men	—	—	18.2	—
Women	—	—	—	—
Dordt C				
Men	26.3	23.7	20.7	19.0
Women	—	—	—	—
Drake U				
Men	28.1	23.8	20.2	17.9
Women	24.6	23.0	19.3	17.7
Faith Baptist Bible C				
Men	19.7	16.8	15.3	—
Women	—	—	14.5	—
Graceland C				
Men	21.9	20.0	17.2	15.9
Women	23.4	—	17.0	—
Grand View C				
Men	24.8	21.3	—	—
Women	—	20.8	18.1	17.0
Grinnell C				
Men	35.9	26.1	20.9	—
Women	—	25.8	20.8	—
Iowa Central CC				
Men	21.9	22.3	22.9	20.7
Women	—	—	—	19.5
Iowa St U				
Men	37.1	28.7	23.5	17.9
Women	35.2	26.3	21.5	16.6
Iowa Wesleyan C				
Men	19.5	15.8	15.4	13.9
Women	—	17.7	15.7	—
Iowa Western CC				
Men	25.9	22.3	18.5	17.0
Women	—	19.7	17.1	14.9
Luther C				
Men	29.0	23.3	20.2	18.4
Women	27.3	23.4	19.9	17.5
Marycrest C				
Men	—	19.1	17.5	—
Women	—	18.1	17.3	—
Morningside C				
Men	24.8	20.9	18.5	16.7
Women	—	—	17.0	14.9
Mount Mercy C				
Men	—	20.9	19.4	—
Women	—	21.1	18.6	16.6
Northwestern C				
Men	24.4	22.3	19.1	—
Women	—	—	17.2	14.9
Palmer C of Chiropractic				
Men	31.5	23.1	19.1	14.7
Women	28.4	21.5	19.3	14.5
Saint Ambrose C				
Men	27.0	24.0	21.8	19.0
Women	—	—	20.9	—
Simpson C				
Men	26.2	22.3	19.7	17.9
Women	—	—	19.1	16.8
U of Dubuque				
Men	24.9	21.9	20.2	—
Women	—	—	17.4	15.3
U of Iowa				
Men	39.8	30.5	25.5	24.9
Women	35.3	27.8	22.9	19.3
U of Northern Iowa				
Men	32.3	26.6	22.5	19.1
Women	30.2	26.2	21.5	17.5
Upper Iowa U				
Men	—	—	13.4	—
Women	—	—	13.0	11.4
Waldorf C				
Men	28.0	25.8	24.2	19.7
Women	—	—	22.5	19.5
Wartburg C				
Men	24.0	21.8	19.5	—
Women	—	—	18.0	—
Westmar C				
Men	22.0	18.3	18.2	18.4
Women	—	—	—	14.8
William Penn C				
Men	19.7	17.7	16.5	—
Women	—	18.5	—	—

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Baker U				
Men	$22.2	$18.9	$17.2	—
Women	—	—	16.1	$13.4
Benedictine C				
Men	23.3	19.3	18.4	15.7
Women	22.5	16.8	15.7	13.9
Bethany C				
Men	23.9	20.0	17.3	14.7
Women	—	—	16.8	—
Bethel C				
Men	20.9	19.4	18.3	—
Women	—	—	16.2	—
Central Baptist Theol Sem				
Men	24.3	22.4	—	—
Women	—	—	—	—
Dodge City CC				
Men	26.6	21.6	18.3	15.5
Women	—	—	19.1	15.6
Emporia St U				
Men	28.6	24.3	21.8	—
Women	27.0	23.3	21.0	—
Ft Hays St U				
Men	28.3	23.9	21.2	18.8
Women	26.9	23.0	20.0	17.5
Friends Bible C				
Men	—	—	15.0	—
Women	—	—	—	—
Friends U				
Men	19.5	17.5	16.8	—
Women	—	—	15.9	—

Continued on Following Page

FACT-FILE—Continued

KANSAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Kansas Newman C				
Men	—	$16.6	$16.4	—
Women	—	16.8	16.5	$14.7
Kansas St U				
Men	$34.5	26.6	21.9	17.9
Women	31.2	25.7	20.3	17.9
Kansas Tech Inst				
Men	24.1	23.7	22.6	—
Women	—	—	—	—
Kansas Wesleyan				
Men	20.1	16.5	16.3	—
Women	—	16.1	—	—
Manhattan Christian C				
Men	16.4	14.6	—	—
Women	—	—	—	—
Marymount C of Kansas				
Men	—	17.6	15.0	12.6
Women	—	17.2	14.6	11.2
McPherson C				
Men	21.3	17.3	16.0	13.8
Women	—	—	15.9	—
Mid-America Nazarene C				
Men	22.6	19.8	17.9	16.0
Women	—	16.8	17.2	15.3
Ottawa U				
Men	20.9	18.3	15.0	—
Women	—	—	17.4	—
Pittsburg St U				
Men	28.5	25.3	22.7	18.7
Women	27.1	22.7	18.7	17.5
Saint John's C				
Men	—	15.1	14.3	—
Women	—	—	—	13.1
Saint Mary C				
Men	—	—	—	13.7
Women	—	—	—	13.6
Saint Mary of the Plains C				
Men	—	17.1	15.7	13.8
Women	—	—	16.5	—
Southwestern C				
Men	23.3	19.8	17.9	—
Women	—	20.2	17.8	—
Sterling C				
Men	21.4	19.3	16.3	—
Women	—	—	15.9	—
Tabor C				
Men	20.7	18.4	16.8	15.6
Women	—	—	16.0	—
U of Kansas				
Men	36.1	26.5	24.0	15.9
Women	33.3	24.1	21.1	14.2
Medical Center				
Men	34.7	—	20.5	21.3
Women	31.3	25.2	20.6	17.3
Washburn U of Topeka				
Men	34.1	27.6	20.7	20.2
Women	37.0	28.3	20.4	17.9
Wichita State U				
Men	34.8	27.3	22.4	17.9
Women	30.8	25.2	20.8	16.3

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C				
Men	—	—	$14.1	$11.4
Women	—	—	—	—
Asbury C				
Men	$24.8	$20.9	18.6	15.6
Women	—	—	18.2	15.2
Asbury Theol Sem				
Men	25.6	21.1	—	—
Women	—	—	—	—
Bellarmine C				
Men	28.9	23.0	19.4	—
Women	24.8	23.8	18.2	—
Berea C				
Men	29.4	23.6	20.0	16.7
Women	30.6	23.8	19.0	17.2
Brescia C				
Men	—	22.3	18.1	—
Women	—	—	19.1	14.8
Campbellsville C				
Men	22.8	18.3	15.2	13.6
Women	—	—	14.4	13.2
Centre C of Ky				
Men	26.3	21.2	18.2	—
Women	23.2	—	16.9	—
Cumberland C				
Men	19.7	16.5	14.9	13.5
Women	—	17.6	13.4	12.5
Eastern Ky U				
Men	29.6	25.4	21.9	16.5
Women	29.1	24.8	20.2	16.3
Georgetown C				
Men	25.6	21.4	17.9	—
Women	—	21.1	17.5	15.0
Kentucky Christian C				
Men	12.5	11.9	—	—
Women	—	13.6	—	—
Kentucky St U				
Men	29.5	22.8	21.5	19.1
Women	—	22.7	19.0	17.6
Kentucky Wesleyan C				
Men	26.2	22.8	16.7	—
Women	—	22.1	16.9	—
Lees Junior C				
Men	16.2	15.9	—	12.5
Women	—	—	—	11.3
Lexington Theol Sem				
Men	21.8	—	—	—
Women	—	—	—	—
Louisville Presbyterian Theol Sem				
Men	31.9	—	—	—
Women	—	—	—	—
Morehead St U				
Men	28.8	24.6	21.5	17.1
Women	28.4	24.4	20.5	16.8
Murray St U				
Men	28.7	24.9	21.2	18.9
Women	26.5	23.7	20.4	17.6
Northern Kentucky U				
Men	36.4	26.8	22.3	18.0
Women	36.0	25.4	20.7	15.4
Pikeville C				
Men	20.9	18.8	16.5	—
Women	21.0	—	16.1	—
Spalding C				
Men	18.7	16.0	—	14.0
Women	18.3	16.5	16.0	14.5
Thomas More C				
Men	19.1	16.9	14.5	12.5
Women	—	—	16.0	15.6
Transylvania U				
Men	25.6	23.8	19.3	17.9
Women	—	19.6	19.2	—
Union C				
Men	21.3	17.6	14.7	14.3
Women	—	17.5	15.6	13.1

KENTUCKY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Kentucky				
Men	$37.5	$28.6	$23.8	$20.9
Women	35.0	26.7	21.7	18.6
CC System				
Men	24.7	20.9	18.2	16.5
Women	24.5	21.0	17.5	15.5
U of Louisville				
Men	35.4	26.8	23.4	18.9
Women	31.9	23.3	19.0	16.2
Western Kentucky U				
Men	30.4	25.3	21.7	19.7
Women	28.8	23.3	20.1	17.0

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of La				
Men	$28.2	$24.9	$19.6	$17.7
Women	—	—	17.9	17.2
Delgado CC				
Men	27.6	25.2	21.9	18.2
Women	—	23.2	20.7	18.3
Dillard U				
Men	22.4	20.8	17.2	16.2
Women	—	20.2	17.7	15.4
Grambling St U				
Men	26.3	24.5	21.9	16.8
Women	27.1	24.5	20.2	17.1
Louisiana C				
Men	25.2	20.2	19.0	—
Women	—	19.9	18.7	15.5
Louisiana St U				
Alexandria				
Men	27.5	22.1	21.0	17.6
Women	—	22.8	20.1	18.0
Baton Rouge				
Men	38.7	29.4	24.7	17.3
Women	35.4	29.0	22.5	16.7
Eunice				
Men	—	—	21.3	20.4
Women	—	—	21.5	16.1
Medical Center				
Men	45.1	35.1	26.2	19.6
Women	35.9	30.7	22.5	18.5
Shrsveport				
Men	30.3	26.4	22.4	18.8
Women	29.4	26.2	21.1	—
Louisiana Tech U				
Men	32.5	27.4	23.3	15.8
Women	30.2	24.5	20.8	17.9
Loyola U in New Orleans				
Men	33.7	27.7	22.4	18.4
Women	32.4	27.0	21.8	17.9
McNeese St U				
Men	30.4	26.2	22.3	22.0
Women	33.8	25.1	21.7	19.4
New Orleans Baptist Theol Sem				
Men	19.4	18.6	16.4	—
Women	—	—	—	—
Nicholls St U				
Men	31.0	26.7	23.7	19.5
Women	32.5	26.1	22.6	19.9
Northeast Louisiana U				
Men	32.7	29.3	23.7	17.6
Women	30.3	26.2	21.6	16.7
Northwestern St U of La				
Men	28.2	24.5	22.1	19.2
Women	26.7	23.6	20.4	17.7
Our Lady of Holy Cross C				
Men	—	20.3	16.8	15.0
Women	—	—	14.8	18.9
Saint Mary's Dominican C				
Men	—	18.4	16.4	15.4
Women	23.0	18.0	15.4	14.0
Southeastern Louisiana U				
Men	30.3	27.0	23.7	17.1
Women	28.0	26.7	23.0	18.4
Southern U				
A & M C				
Men	28.3	24.1	23.7	20.7
Women	26.6	26.0	19.9	16.4
Shreveport–Bossier				
Men	—	—	20.4	18.5
Women	—	22.9	20.5	18.6
New Orleans				
Men	24.0	24.7	21.6	[illegible]
Women	27.8	24.3	20.7	[illegible]
Tulane U of Louisiana				
Men	36.5	28.4	21.6	17.3
Women	31.4	27.8	20.1	16.5
U of New Orleans				
Men	34.5	26.9	22.5	16.3
Women	30.8	25.1	19.7	16.1
U of Southwestern Louisiana				
Men	34.4	28.0	23.7	19.1
Women	32.2	26.8	23.2	18.6
Xavier U of Louisiana				
Men	22.8	20.4	18.8	15.0
Women	22.0	18.5	16.5	15.3

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bangor Theol Sem				
Men	$35.9	—	—	—
Women	—	—	—	—
Bates C				
Men	34.0	$26.5	$21.0	$19.3
Women	—	26.0	20.7	—
Bowdoin C				
Men	39.0	28.0	22.0	17.6
Women	—	—	21.2	—
Colby C*				
Men	36.6	28.8	22.4	17.4
Women	36.0	27.2	21.3	—
Husson C				
Men	19.7	18.3	17.2	—
Women	19.9	16.9	15.4	—
Maine Maritime Acad				
Men	25.6	22.5	19.3	17.4
Women	—	—	—	—
Nasson C				
Men	20.2	18.0	16.2	—
Women	—	—	—	—
Saint Joseph's C				
Men	—	—	15.3	—
Women	—	18.9	15.6	—
Thomas C				
Men	—	—	19.4	—
Women	—	—	17.2	—
Unity C				
Men	15.3	14.3	14.8	—
Women	—	—	—	—
U of Maine				
Augusta				
Men	26.0	22.6	17.2	—
Women	—	23.1	15.7	15.0
Farmington				
Men	29.0	23.7	19.1	—
Women	—	21.1	19.0	15.0

MAINE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Maine—Continued				
Ft Kent				
Men	$29.3	$22.5	$17.7	—
Women	—	—	—	—
Machias				
Men	27.4	23.5	18.9	—
Women	—	23.2	18.8	—
Orono				
Men	32.3	25.1	20.8	$13.6
Women	28.0	23.3	18.3	13.3
Presque Isle				
Men	27.2	22.9	19.3	—
Women	28.4	—	17.5	14.3
U of New England				
Men	—	21.6	18.2	—
Women	—	—	16.8	—
U of Southern Maine				
Men	32.2	26.1	20.5	15.6
Women	29.0	24.1	19.9	17.5

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC				
Men	$27.4	$22.2	$19.4	$14.3
Women	—	21.1	17.8	16.2
Anne Arundel CC				
Men	32.7	28.0	22.5	19.8
Women	30.8	26.7	22.3	20.1
Baltimore Hebrew C				
Men	32.6	25.7	—	—
Women	—	—	—	—
Bowie State C				
Men	35.7	30.2	23.2	—
Women	35.6	27.6	23.2	—
Capitol Inst of Tech				
Men	23.6	—	20.0	—
Women	—	—	—	—
Catonsville CC				
Men	35.1	29.6	25.2	$18.7
Women	33.3	27.6	24.1	18.5
Cecil CC				
Men	—	22.2	21.0	—
Women	—	—	19.0	15.3
Charles County CC				
Men	29.0	26.0	21.0	—
Women	—	24.8	17.9	16.2
Chesapeake C				
Men	—	22.1	21.9	16.3
Women	—	22.7	19.9	—
C of Notre Dame of Md				
Men	22.4	20.0	17.5	—
Women	25.4	21.7	19.8	15.7
Columbia Union C				
Men	18.3	17.6	16.8	15.6
Women	—	17.8	17.8	15.2
CC of Baltimore				
Men	32.1	25.0	21.2	—
Women	30.0	25.1	21.0	17.7
Coppin State C				
Men	33.5	27.7	22.8	17.2
Women	34.5	28.4	21.3	16.7
Dundalk CC				
Men	31.0	26.9	23.9	21.2
Women	—	25.3	22.6	19.7
Essex CC				
Men	35.6	28.8	24.6	20.1
Women	33.6	28.5	23.4	19.2
Frederick CC				
Men	32.9	26.2	20.4	16.5
Women	—	—	19.1	14.9
Frostburg State C				
Men	32.0	26.8	22.4	18.5
Women	33.5	24.0	21.2	18.2
Garrett CC				
Men	—	—	19.6	16.0
Women	—	—	—	—
Goucher C				
Men	31.2	24.8	19.2	—
Women	27.3	22.7	19.5	16.0
Hagerstown JC				
Men	25.7	23.9	20.6	—
Women	—	22.3	19.5	18.0
Harford CC				
Men	32.9	27.6	21.9	—
Women	—	29.2	22.3	15.0
Hood C				
Men	27.9	22.9	19.0	—
Women	31.2	23.3	18.8	15.2
Howard CC				
Men	34.2	30.7	23.2	19.4
Women	—	25.3	22.0	18.3
Johns Hopkins U				
Men	46.3	32.9	24.3	20.8
Women	42.6	30.2	24.7	16.1
Loyola C				
Men	34.7	29.4	24.1	13.1
Women	—	25.4	20.8	—
Montgomery C				
Germantown				
Men	34.9	27.4	21.1	—
Women	—	—	20.2	—
Rockville				
Men	34.4	29.4	24.4	20.9
Women	34.4	28.5	23.5	18.1
Takoma Park				
Men	35.5	32.5	25.1	18.7
Women	35.3	28.2	22.8	18.7
Morgan St U				
Men	36.6	27.9	23.3	18.1
Women	36.4	26.0	22.6	16.1
Mount Saint Mary's C				
Men	28.8	22.8	17.2	—
Women	—	—	16.8	—
Prince Georges CC				
Men	32.9	29.4	24.9	20.9
Women	32.9	29.2	24.7	19.9
Saint Mary's C of Md				
Men	24.8	26.4	17.6	9.1
Women	28.6	26.3	17.3	9.2
Salisbury St C				
Men	34.9	28.0	22.9	18.0
Women	34.5	27.3	21.2	17.9
Towson St U				
Men	35.5	30.0	24.5	19.3
Women	35.2	29.7	24.0	19.3
Uniformed Services U of Health Sciences				
Men	54.2	41.5	28.4	—
Women	—	33.0	25.3	—
U.S. Naval Academy				
Men	44.0	35.2	26.7	—
Women	—	29.5	24.8	—
U of Baltimore				
Men	37.9	28.4	27.7	—
Women	31.2	34.1	24.9	—

MARYLAND—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Maryland				
Baltimore County				
Men	$39.9	$28.5	$24.0	$18.1
Women	—	29.3	23.1	15.7
Balt Prof Schools				
Men	43.8	33.6	30.0	22.4
Women	36.0	29.1	23.6	17.4
College Park				
Men	40.6	29.6	24.0	18.0
Women	39.3	28.3	22.9	16.4
Eastern Shore				
Men	23.2	28.2	25.1	21.1
Women	—	—	23.6	21.5
University C				
Men	—	—	—	18.7
Women	—	—	—	—
Villa Julie C				
Men	—	—	—	—
Women	—	21.3	17.6	—
Washington Bible C				
Men	17.7	15.8	—	—
Women	—	—	—	—
Washington C				
Men	30.2	24.4	20.7	—
Women	30.3	24.0	—	—
Washington Theol Union				
Men	—	21.9	16.4	—
Women	—	—	—	—
Western Maryland C				
Men	29.3	24.2	21.1	—
Women	—	24.8	20.7	—
Wor-Wic Tech CC				
Men	—	—	—	—
Women	—	—	20.0	—

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
American International C				
Men	$27.7	$20.9	$17.1	$14.1
Women	—	16.6	17.7	14.3
Amherst C				
Men	42.7	30.3	23.6	—
Women	—	32.0	23.3	—
Andover Newton Theol Sch				
Men	23.4	—	—	—
Women	—	—	16.2	—
Anna Maria C				
Men	23.3	22.1	17.9	—
Women	—	19.0	18.9	14.8
Assumption C				
Men	30.4	24.6	21.2	—
Women	—	23.3	20.1	—
Atlantic Union C				
Men	18.8	17.5	19.9	—
Women	19.1	18.1	16.7	—
Babson C				
Men	43.1	32.3	27.5	—
Women	—	—	25.8	—
Bay Path JC				
Men	25.9	23.1	—	—
Women	—	22.7	19.2	13.1
Becker JC				
Leicester				
Men	—	23.1	17.7	—
Women	—	—	—	—
Worcester				
Men	25.1	—	17.3	—
Women	—	—	17.7	15.3
Bentley C				
Men	38.6	31.1	25.5	21.8
Women	—	30.0	24.2	23.8
Berkshire Christian C				
Men	13.9	—	—	—
Women	—	—	—	—
Berkshire CC				
Men	29.5	24.7	20.6	18.1
Women	—	24.2	19.2	17.3
Boston C				
Men	41.6	31.2	25.6	21.7
Women	39.1	28.6	22.9	19.8
Boston U				
Men	39.0	30.4	24.5	21.5
Women	36.8	28.9	22.9	19.4
Brandeis U				
Men	43.7	32.5	24.1	18.6
Women	41.8	29.2	23.6	19.6
Bridgewater State C				
Men	34.3	28.1	24.8	—
Women	32.8	25.0	24.5	22.4
Bristol CC				
Men	29.1	23.6	21.0	18.4
Women	28.3	23.5	21.8	18.4
Bunker Hill CC				
Men	28.0	24.7	21.6	16.5
Women	26.3	22.4	20.8	17.2
Cambridge C Inst of Open Ed				
Men	—	24.8	23.8	—
Women	—	24.8	23.8	—
Cape Cod CC				
Men	29.5	25.1	22.2	20.0
Women	28.6	24.5	22.0	18.9
Chamberlayne JC				
Men	—	—	17.5	17.1
Women	—	—	16.7	14.3
Clark U				
Men	37.9	29.2	21.7	21.1
Women	37.1	26.1	21.1	—
C of the Holy Cross				
Men	36.0	28.1	22.9	20.2
Women	—	26.2	22.2	19.7
C of Our Lady of the Elms				
Men	—	23.5	20.0	—
Women	—	—	18.2	—
Curry C				
Men	23.5	21.7	16.7	15.6
Women	—	23.7	19.0	15.5
Dean JC				
Men	25.3	23.4	19.7	15.0
Women	—	—	16.9	14.4
Eastern Nazarene C				
Men	23.4	20.1	15.9	—
Women	—	—	16.1	—
Emerson C				
Men	33.0	26.7	22.8	—
Women	29.1	25.4	23.2	21.8
Emmanuel C				
Men	28.0	23.5	16.5	—
Women	—	21.3	19.3	16.0
Endicott C				
Men	19.6	—	—	—
Women	18.3	—	15.8	14.9
Episcopal Divinity Sch				
Men	18.4	—	—	—
Women	—	—	—	—
Fitchburg State C				
Men	32.0	27.7	24.8	18.1
Women	30.7	27.3	22.6	17.9

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Forsyth Sch of Dental Hygienists				
Men	—	—	—	—
Women	—	—	$17.2	$11.9
Framingham State C				
Men	$32.8	$26.0	23.1	20.4
Women	31.6	25.8	23.7	18.9
Franklin Inst of Boston				
Men	24.0	21.3	13.3	17.7
Women	—	—	—	—
Gordon C				
Men	26.1	22.6	18.8	—
Women	—	—	18.5	—
Gordon-Conwell Theol Sem				
Men	26.8	22.1	20.1	—
Women	—	—	—	—
Greenfield CC				
Men	26.4	24.1	20.0	—
Women	—	24.1	19.3	17.9
Hampshire C				
Men	34.6	26.9	20.9	—
Women	—	25.2	20.4	—
Harvard-Radcliffe				
Men	53.8	30.8	26.7	17.7
Women	47.7	29.4	26.6	19.1
Hellenic C-Holy Cross Sch				
Men	27.3	27.2	—	—
Women	—	—	—	15.5
Holyoke CC				
Men	28.3	23.8	21.4	17.0
Women	27.1	22.5	20.8	16.3
Laboure JC				
Men	—	19.2	—	—
Women	—	—	18.8	17.6
Lasell JC				
Men	20.9	18.9	—	—
Women	20.6	19.7	16.5	13.5
Lesley C				
Men	27.0	25.9	18.5	—
Women	27.7	23.7	20.5	15.8
Mass Bay CC				
Men	28.6	25.4	21.2	—
Women	26.0	24.6	19.7	17.0
Mass C of Art				
Men	31.9	26.2	23.0	—
Women	28.3	24.7	21.2	—
Mass C of Phar & Allied Hlth Sci				
Men	27.4	21.6	19.1	—
Women	—	20.7	18.6	—
Mass Inst of Tech				
Men	48.9	34.6	27.8	21.9
Women	43.2	32.8	24.8	19.3
Mass Maritime Acad				
Men	29.2	27.1	24.7	—
Women	—	—	—	—
Massasoit CC				
Men	27.9	23.4	19.2	16.2
Women	26.2	22.4	19.2	16.0
Merrimack C				
Men	31.8	25.8	20.6	—
Women	—	24.4	19.8	—
Middlesex CC				
Men	27.6	23.2	20.2	17.7
Women	25.9	22.7	21.0	15.9
Mount Holyoke C				
Men	38.7	29.5	21.9	—
Women	38.6	26.2	22.5	16.8
Mount Wachusett CC				
Men	27.4	24.3	21.9	16.9
Women	28.0	—	21.7	17.6
New England C of Optometry				
Men	32.3	27.2	23.0	19.2
Women	—	—	23.3	22.2
New England Sch of Law				
Men	35.4	29.7	26.2	—
Women	—	—	—	—
North Adams St C				
Men	31.6	27.3	24.4	19.6
Women	23.7	25.9	23.0	24.6
Northern Essex CC				
Men	28.7	24.9	21.4	19.9
Women	25.7	22.9	20.5	17.7
North Shore CC				
Men	28.8	25.4	21.7	17.5
Women	28.2	24.1	21.2	17.8
Quinsigamond CC				
Men	27.5	23.7	21.6	17.8
Women	27.9	23.4	20.2	18.0
Regis C				
Men	25.3	—	—	—
Women	25.8	22.2	18.0	—
Roxbury CC				
Men	30.1	27.7	22.9	14.0
Women	—	—	20.0	—
Salem State C				
Men	33.3	27.9	23.5	18.6
Women	32.1	26.7	22.1	18.6
Simmons C				
Men	35.7	28.1	21.9	20.3
Women	35.3	27.6	23.1	19.6
Smith C				
Men	38.8	29.0	23.1	18.9
Women	36.7	28.9	23.5	18.5
Southeastern Mass U				
Men	28.5	21.6	17.7	—
Women	25.7	19.0	16.2	—
Springfield C				
Men	33.5	25.0	20.5	13.7
Women	27.5	21.8	18.4	13.2
Springfield Tech CC				
Men	28.4	25.7	22.4	19.0
Women	27.4	24.2	22.0	18.9
Stonehill C				
Men	29.0	23.0	19.9	—
Women	26.7	22.6	19.4	—
Suffolk U				
Men	35.8	28.1	24.3	18.1
Women	33.7	27.6	22.4	20.3
Swain Sch of Design				
Men	—	—	13.3	—
Women	—	—	—	—
Tufts U				
Men	42.8	32.3	25.8	—
Women	40.1	29.6	23.4	19.2
U of Lowell				
Men	37.6	30.8	25.8	19.7
Women	35.9	27.7	23.7	22.5
U of Massachusetts				
Amherst				
Men	38.9	31.1	24.8	22.1
Women	35.9	29.3	24.7	21.2
Boston				
Men	38.2	30.0	24.9	27.0
Women	33.4	28.9	24.8	—

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Wellesley C				
Men	$45.2	$31.1	$26.0	$21.2
Women	44.2	31.9	26.2	20.2
Wentworth Inst of Tech				
Men	24.6	22.9	20.7	19.2
Women	—	20.4	18.9	17.3
Western New England C				
Men	36.3	28.2	25.3	19.4
Women	33.2	26.6	22.2	16.0
Westfield State C				
Men	31.7	26.2	23.6	19.4
Women	29.1	25.4	21.6	18.5
Wheaton C				
Men	34.3	31.8	21.7	—
Women	34.6	25.9	20.8	—
Wheelock C				
Men	29.7	—	—	—
Women	—	22.3	18.1	—
Williams C				
Men	41.7	30.1	23.1	—
Women	—	29.1	21.9	—
Worcester JC*				
Men	14.7	18.7	—	—
Women	—	—	—	—
Worcester Poly Inst				
Men	39.2	31.3	25.6	17.7
Women	—	—	23.9	—
Worcester State C				
Men	31.8	28.9	24.7	—
Women	29.8	26.2	24.2	17.3

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Adrian C				
Men	$28.0	$23.8	$19.1	$15.2
Women	—	24.6	18.3	14.4
Albion C				
Men	36.2	28.4	20.7	18.3
Women	34.0	—	20.8	16.9
Alma C				
Men	29.2	23.6	19.0	—
Women	—	23.9	15.5	15.0
Aquinas C				
Men	30.6	24.7	22.1	18.8
Women	—	24.6	19.7	—
Calvin C				
Men	28.6	25.2	22.1	13.8
Women	26.4	12.6	20.2	17.1
Calvin Theol Sem				
Men	29.8	26.0	—	—
Women	—	—	—	—
Ctr for Creative Studies				
Men	23.8	22.2	19.8	—
Women	—	19.3	—	—
Central Mich U				
Men	34.1	27.7	23.7	19.5
Women	32.5	27.1	22.8	18.6
Concordia C				
Men	20.5	18.2	15.0	—
Women	—	18.0	15.0	—
Delta C				
Men	34.6	30.8	25.8	22.1
Women	35.2	30.6	25.4	20.7
Detroit C of Law				
Men	36.2	25.9	—	—
Women	—	—	—	—
Eastern Mich U				
Men	30.2	25.6	22.7	19.0
Women	28.0	24.3	20.9	17.6
Ferris State C				
Men	30.4	25.9	23.2	20.8
Women	31.2	24.7	20.9	18.8
GMI Engineering & Management Inst				
Men	35.1	30.7	27.1	—
Women	—	28.9	25.6	—
Grace Bible C				
Men	—	20.9	19.1	—
Women	—	—	—	—
Grand Rapids Baptist C & Sem				
Men	20.8	17.9	14.3	—
Women	—	—	15.2	—
Grand Valley St C's				
Men	30.3	25.8	21.3	—
Women	—	23.6	19.7	—
Great Lakes Bible C				
Men	14.5	13.2	—	—
Women	—	—	—	—
Hillsdale C				
Men	34.6	26.4	21.6	—
Women	32.1	24.3	—	17.0
Hope C				
Men	28.9	25.2	21.7	17.0
Women	—	24.1	19.9	16.1
Jordan C				
Men	—	—	—	11.3
Women	—	—	—	—
Kalamazoo C				
Men	34.4	26.7	20.7	18.7
Women	—	25.5	20.1	—
Kendall Sch of Design				
Men	—	—	19.2	—
Women	—	—	18.1	—
Lake Michigan C				
Men	26.0	22.9	21.3	20.7
Women	—	—	20.0	16.1
Lake Superior St C				
Men	27.6	24.5	20.8	17.2
Women	—	24.2	19.6	14.4
Lansing CC				
Men	26.1	24.1	21.7	19.4
Women	24.1	23.2	21.0	18.6
Lawrence Inst of Tech*				
Men	30.8	26.7	23.8	20.0
Women	—	—	22.0	—
Lewis C of Business				
Men	—	—	—	—
Women	—	—	16.3	7.3
Madonna C				
Men	24.8	—	20.0	17.9
Women	—	21.4	19.0	16.5
Marygrove C				
Men	—	18.5	16.2	—
Women	23.0	19.0	16.2	13.6
Mercy C of Detroit				
Men	26.0	22.7	18.8	—
Women	26.9	21.3	18.8	15.9
Michigan Christian C				
Men	—	—	16.5	13.8
Women	—	—	16.3	—
Michigan State U				
Men	37.4	28.2	24.3	19.6
Women	33.3	26.5	22.4	18.9
Michigan Tech U				
Men	38.7	29.4	23.4	19.5
Women	—	26.7	22.7	17.3

MICHIGAN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Monroe Co CC				
Men	$33.0	$30.5	$28.7	$24.6
Women	—	—	28.3	—
Nazareth C				
Men	—	18.8	—	—
Women	24.8	18.3	16.6	13.9
Northern Mich U				
Men	31.1	26.0	23.1	19.2
Women	29.4	24.2	22.0	18.2
Northwestern Mich C				
Men	31.7	25.8	20.7	17.5
Women	—	—	21.0	18.1
Oakland U				
Men	34.2	26.2	20.4	20.5
Women	30.4	25.6	19.0	18.3
Olivet C				
Men	20.8	17.4	14.4	—
Women	—	—	15.4	—
Reformed Bible C				
Men	—	18.4	—	—
Women	—	—	—	—
Saginaw Valley St C				
Men	29.3	25.1	22.4	21.1
Women	29.6	24.2	22.6	18.8
Saint Mary's C				
Men	—	—	13.7	—
Women	—	—	—	—
Shaw C at Detroit				
Men	—	12.8	13.7	—
Women	—	—	15.2	11.5
Siena Heights C				
Men	—	19.5	18.0	15.7
Women	—	17.6	17.3	—
Spring Arbor C				
Men	19.8	18.0	15.9	—
Women	—	17.5	15.7	—
Thomas M Cooley Law Sch				
Men	50.2	38.2	—	—
Women	—	—	—	—
U of Detroit				
Men	33.4	30.2	24.3	29.5
Women	28.0	22.0	20.9	—
U of Michigan				
Ann Arbor				
Men	42.6	31.7	26.5	17.9
Women	36.2	27.8	22.8	17.0
Dearborn				
Men	32.3	25.0	21.2	—
Women	28.9	24.0	19.6	—
Flint				
Men	34.0	27.3	22.0	—
Women	31.1	25.2	22.1	—
Walsh C of Accountancy & Business Admin				
Men	24.4	—	27.8	—
Women	—	—	—	—
Wayne State U				
Men	39.5	29.6	23.7	15.9
Women	36.3	28.8	22.8	17.5
Western Mich U				
Men	33.3	26.5	22.6	17.5
Women	30.7	25.5	20.9	16.1
Western Theol Sem				
Men	21.7	17.7	—	—
Women	—	—	—	—
William Tyndale C				
Men	24.6	17.0	—	—
Women	—	—	—	—

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augsburg C				
Men	$26.3	$22.1	$17.1	$14.3
Women	24.7	20.9	22.4	16.0
Bemidji St U				
Men	35.4	28.9	23.4	19.1
Women	33.1	28.2	22.7	—
Bethel C				
Men	28.1	23.8	20.4	17.5
Women	26.5	26.0	19.8	17.9
Bethel Theol Sem				
Men	30.3	24.8	—	—
Women	—	—	—	—
Carleton C				
Men	36.1	28.1	21.2	18.3
Women	35.3	25.8	20.5	18.3
C of Saint Benedict				
Men	28.6	23.8	19.2	17.1
Women	—	24.0	20.0	17.0
C of Saint Catherine				
Men	31.4	22.7	20.2	17.4
Women	28.4	24.3	19.9	17.2
C of Saint Scholastica				
Men	—	20.5	17.5	18.2
Women	—	20.6	17.7	15.9
C of Saint Teresa				
Men	21.7	21.0	17.8	—
Women	—	20.4	18.4	14.7
C of Saint Thomas				
Men	37.8	29.4	24.5	19.0
Women	—	28.5	22.1	16.8
Concordia C at Moorhead				
Men	29.9	25.6	20.8	16.5
Women	26.3	24.9	20.8	17.3
Concordia C at Moorhead				
Men	29.9	25.6	20.8	16.5
Women	26.3	24.9	20.8	17.3
Concordia C-Saint Paul				
Men	21.0	18.9	16.9	—
Women	—	—	16.9	14.6
Gustavus Adolphus C				
Men	30.5	24.6	19.6	—
Women	—	22.7	18.4	16.1
Luther Northwestern Theol Sem				
Men	25.3	22.6	20.8	—
Women	—	—	—	—
Macalester C				
Men	35.2	27.3	21.2	20.9
Women	33.8	27.7	21.2	17.5
Mankato State U				
Men	31.0	26.6	21.1	17.0
Women	31.0	26.0	20.7	15.2
Dr Martin Luther C				
Men	12.5	—	—	—
Women	11.7	—	12.4	—
Metropolitan St U				
Men	—	25.2	—	—
Women	—	23.2	20.1	—
Minneapolis C of Art Design				
Men	23.2	21.7	19.1	—
Women	—	—	18.4	—
Minnesota Bible C				
Men	20.5	—	—	—
Women	—	—	—	—
Moorhead State U				
Men	34.2	29.4	23.2	17.9
Women	33.0	29.4	22.9	17.6

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Northwestern C				
Men	$19.0	$24.6	$19.4	—
Women	—	—	19.2	—
Northwestern C of Chiropractic				
Men	—	—	21.4	$16.8
Women	—	—	—	15.7
Saint Cloud St U				
Men	36.2	30.0	24.2	18.1
Women	35.2	29.2	22.7	18.1
Saint John's U				
Men	34.0	28.1	23.4	18.3
Women	—	—	21.3	—
Saint Mary's C				
Men	27.4	22.7	19.5	—
Women	—	22.0	18.3	—
Saint Mary's Jr C				
Men	—	—	—	—
Women	—	—	19.6	14.5
Saint Olaf C				
Men	35.0	27.1	20.8	18.8
Women	34.6	25.9	20.4	18.2
Saint Paul Bible C				
Men	—	20.6	18.9	15.8
Women	—	—	—	16.6
Southwestern State U				
Men	35.8	29.7	24.0	—
Women	—	30.5	23.2	—
United Theol Sem				
Men	22.3	—	—	—
Women	—	—	—	—
U of Minnesota				
Duluth				
Men	30.5	24.6	20.4	17.9
Women	29.0	20.6	18.9	16.1
Minneapolis-Saint Paul				
Men	39.1	29.3	25.2	22.2
Women	36.0	27.5	22.9	19.9
Morris				
Men	34.4	25.8	20.6	17.7
Women	—	27.7	19.5	15.6
Tech C-Crookston				
Men	—	26.1	23.7	19.1
Women	—	—	21.2	18.6
Tech C-Waseca				
Men	—	22.7	19.9	—
Women	—	—	18.4	—
Wm Mitchell C of Law				
Men	43.7	38.6	32.5	—
Women	40.3	—	—	—
Winona State U				
Men	34.6	29.5	23.9	17.5
Women	33.8	27.3	23.1	15.9

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U				
Men	$25.5	$22.9	$19.6	$15.0
Women	26.4	21.9	19.2	14.7
Belhaven C				
Men	20.7	19.0	15.2	—
Women	—	—	15.9	—
Blue Mountain C				
Men	18.8	—	14.1	—
Women	—	14.8	13.8	—
Delta St U				
Men	26.6	22.5	19.2	17.8
Women	26.7	21.5	18.9	15.8
Jackson St U				
Men	28.2	24.7	21.6	19.4
Women	27.6	25.1	20.8	17.0
Millsaps C				
Men	27.7	23.9	18.2	—
Women	—	—	17.1	—
Mississippi St U				
Men	32.1	25.7	21.7	16.3
Women	28.0	23.6	19.9	13.9
Mississippi U for Women				
Men	26.3	21.1	19.2	16.3
Women	25.2	22.0	19.3	16.8
Mississippi Valley St U				
Men	23.2	21.1	17.6	15.1
Women	23.9	20.7	17.2	14.7
Reformed Theol Sem				
Men	24.4	20.9	19.1	—
Women	—	—	—	—
Rust C				
Men	—	17.3	15.4	14.1
Women	—	—	15.0	14.0
U of Mississippi				
Men	32.9	26.1	20.9	15.5
Women	26.9	25.1	19.0	15.7
Medical Center				
Men	42.0	35.7	24.2	17.7
Women	29.5	21.1	20.7	17.0
U of Southern Mississippi				
Men	32.3	26.0	20.7	17.5
Women	30.3	25.1	20.1	16.3
Wesley C				
Men	—	—	—	—
Women	—	—	12.3	—
William Carey C				
Men	20.6	17.1	14.5	13.4
Women	22.6	15.6	14.2	13.5

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Assemblies of God Grad Sch				
Men	$24.2	$18.9	—	—
Women	—	—	—	—
Avila C				
Men	26.8	24.6	$19.0	$18.4
Women	—	22.8	18.8	17.7
Calvary Bible C				
Men	—	14.2	13.2	12.2
Women	—	—	—	—
Cardinal Newman C				
Men	—	21.4	15.5	—
Women	—	—	—	—
Central Bible C				
Men	—	19.1	17.2	12.9
Women	—	18.3	17.0	—
Central Methodist C				
Men	23.1	18.8	17.2	—
Women	—	—	18.0	15.9
Central Missouri St U				
Men	27.6	24.1	20.2	15.6
Women	27.4	24.0	19.6	15.3
Christ Seminary-Seminex				
Men	22.4	—	—	—
Women	—	—	—	—
Columbia C				
Men	21.9	17.7	17.1	—
Women	20.9	18.1	13.8	—
Concordia Sem				
Men	21.1	18.3	15.3	—
Women	—	—	—	—
Covenant Theol Sem				
Men	21.2	—	—	—
Women	—	—	—	—

MISSOURI—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Culver-Stockton C				
Men	$26.5	$20.6	$18.6	—
Women	—	—	16.9	—
Drury C				
Men	25.5	21.0	17.4	—
Women	—	20.0	16.1	$12.8
Eden Theol Sem				
Men	22.2	—	—	—
Women	—	—	—	—
Evangel C				
Men	24.0	20.1	17.5	14.0
Women	—	—	17.3	14.4
Fontbonne C				
Men	—	17.5	13.1	—
Women	19.6	16.6	11.0	12.8
Harris-Stowe St C				
Men	25.4	—	18.5	—
Women	—	23.8	21.4	—
Kansas City Art Inst				
Men	27.3	20.9	18.2	—
Women	—	—	17.0	—
Lincoln U				
Men	24.2	21.0	17.8	15.3
Women	23.2	20.9	16.9	15.0
Logan C of Chiropractic				
Men	21.6	26.5	20.0	17.5
Women	—	—	—	12.8
Maryville C-Saint Louis				
Men	25.1	20.1	18.6	—
Women	26.3	20.8	16.2	—
Missouri Southern St C				
Men	28.6	24.5	20.9	18.0
Women	—	23.8	21.0	17.4
Missouri Valley C				
Men	19.8	18.4	16.9	—
Women	—	—	16.6	15.5
Missouri Western St C				
Men	29.8	25.6	22.0	16.7
Women	—	25.9	20.0	16.7
Nazarene Theol Sem				
Men	25.6	24.6	—	—
Women	—	—	—	—
Northeast Missouri St U				
Men	30.3	26.9	22.0	17.5
Women	29.7	26.7	20.6	16.0
Northwest Missouri St U				
Men	30.4	25.2	20.6	19.2
Women	29.3	24.2	20.8	17.9
Park C				
Men	20.9	17.6	16.4	—
Women	—	—	16.0	—
Rockhurst C				
Men	30.2	25.3	22.5	19.1
Women	28.1	21.4	21.8	—
Saint Louis Christian C				
Men	16.1	—	—	—
Women	—	—	—	—
Saint Louis C of Pharmacy				
Men	31.8	29.3	22.3	—
Women	—	—	22.0	15.4
Saint Louis CC				
Florissant Valley				
Men	33.2	28.5	23.0	16.9
Women	32.5	26.6	21.0	15.7
Forest Park				
Men	32.5	28.5	21.6	19.5
Women	32.8	28.5	22.8	17.0
Meramec				
Men	32.3	27.9	22.4	17.7
Women	32.4	28.0	20.3	18.1
Saint Louis U*				
Men	34.2	25.7	21.9	22.8
Women	31.7	25.0	22.0	18.4
Parks C				
Men	25.1	20.0	16.3	19.4
Women	—	—	—	—
Saint Paul's C*				
Men	—	12.6	11.3	9.0
Women	—	—	—	9.1
Sch of the Ozarks				
Men	26.3	22.4	18.3	—
Women	24.7	21.8	18.4	—
Southeast Missouri St U				
Men	29.7	24.3	20.1	16.1
Women	29.4	24.0	20.0	16.0
Southwest Baptist U				
Men	24.8	20.6	17.4	15.2
Women	—	—	16.8	14.3
Southwest Missouri St U				
Men	29.1	24.8	21.5	17.4
Women	27.5	23.8	20.2	16.8
Tarkio C				
Men	—	17.9	17.3	—
Women	—	—	15.7	—
U of Missouri				
Columbia				
Men	34.7	27.3	23.7	19.1
Women	32.4	25.6	21.2	18.5
Kansas City				
Men	34.3	28.0	22.4	14.6
Women	31.4	24.6	20.9	15.7
Rolla				
Men	34.7	27.8	24.3	—
Women	—	25.3	19.2	17.1
Saint Louis				
Men	37.2	27.9	23.4	19.6
Women	34.8	24.8	21.8	17.9
Washington U				
Men	40.7	30.4	24.7	—
Women	35.9	27.5	23.1	19.7
Webster C				
Men	26.3	22.8	18.5	16.9
Women	26.4	23.6	19.0	—
Westminster C				
Men	26.9	22.4	19.2	—
Women	—	—	—	15.9
William Jewell C				
Men	26.5	21.6	18.8	—
Women	22.3	20.1	18.5	16.8
William Woods C				
Men	—	20.9	17.9	12.1
Women	25.4	22.0	18.4	14.3

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C				
Men	$26.8	$20.7	$18.2	—
Women	—	—	17.9	$15.8
C of Great Falls				
Men	23.4	18.8	17.2	—
Women	—	—	—	—
Eastern Montana C				
Men	27.3	23.4	20.9	—
Women	29.8	24.5	17.9	8.8
Montana C of Mineral Sci-Tech				
Men	35.7	28.9	25.2	17.2
Women	—	—	23.0	—

MONTANA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Montana St U				
Men	$33.7	$27.4	$23.5	$20.3
Women	33.3	26.8	21.9	18.6
Northern Montana C				
Men	28.1	25.0	22.4	19.6
Women	—	24.9	23.9	20.7
Rocky Mountain C				
Men	21.7	18.5	15.8	—
Women	—	—	—	—
U of Montana				
Men	31.1	25.0	21.6	—
Women	28.3	24.0	21.0	—
Western Montana C				
Men	30.0	24.9	20.3	—
Women	—	—	20.0	—

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C				
Men	—	$16.8	$14.6	$11.2
Women	—	—	13.8	—
Chadron St C				
Men	$28.1	23.8	19.1	14.9
Women	—	—	—	16.2
C of Saint Mary				
Men	—	21.9	18.0	—
Women	—	19.5	18.4	16.9
Concordia Teachers C				
Men	23.1	20.4	18.0	—
Women	—	20.8	18.0	14.3
Creighton U				
Men	34.6	28.6	21.9	19.4
Women	—	25.6	19.5	16.0
Dana C				
Men	22.3	19.7	18.4	16.5
Women	—	—	—	—
Doane C				
Men	24.9	21.2	18.5	16.4
Women	—	—	17.2	14.8
Hastings C				
Men	25.6	21.4	18.6	15.1
Women	—	—	18.5	—
Kearney St C				
Men	26.1	21.8	19.4	15.9
Women	25.9	20.8	18.6	15.5
Midland Lutheran C				
Men	23.8	21.9	18.5	—
Women	—	21.2	19.0	15.7
Nebraska Wesleyan U				
Men	24.7	20.7	17.3	—
Women	22.5	20.4	17.5	—
Peru St C				
Men	28.1	22.6	19.9	16.1
Women	—	—	20.3	16.0
Union C				
Men	24.5	23.2	22.1	17.8
Women	—	24.0	22.6	19.1
U of Nebraska				
Lincoln				
Men	34.4	26.3	22.8	15.9
Women	32.1	25.1	20.4	14.5
Medical Center				
Men	39.3	28.6	22.1	—
Women	—	28.5	20.9	19.1
Omaha				
Men	30.0	25.0	19.6	18.7
Women	28.7	23.9	19.4	16.8
Wayne St C				
Men	28.5	21.8	18.8	15.6
Women	—	23.1	16.7	15.2
York C				
Men	—	17.4	14.1	—
Women	—	—	—	—

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
U of Nevada				
Las Vegas				
Men	$37.5	$29.3	$24.8	$18.1
Women	35.0	29.3	24.5	23.5
Reno				
Men	37.8	29.6	24.1	—
Women	37.6	28.7	22.6	20.6

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Colby-Sawyer C				
Men	$24.2	$19.5	$16.2	—
Women	—	21.4	15.7	$13.8
Daniel Webster C				
Men	—	—	15.1	13.4
Women	—	—	—	—
Dartmouth C				
Men	41.7	29.8	24.0	19.2
Women	42.1	26.8	22.6	—
Franklin Pierce C				
Men	24.0	21.0	16.1	13.3
Women	—	—	16.6	—
Merrimack Valley C				
Men	—	20.6	16.1	—
Women	—	—	14.8	—
Nathaniel Hawthorne C				
Men	—	15.2	—	—
Women	—	—	13.3	9.5
New England C				
Men	25.0	20.4	18.6	—
Women	23.2	26.7	14.4	—
New Hampshire C				
Men	28.8	25.8	21.6	20.9
Women	—	22.9	19.4	—
New Hampshire Technical Inst				
Men	21.1	—	16.8	—
Women	25.8	17.5	15.4	15.1
New Hampshire Voc-Tech C				
Berlin				
Men	20.9	17.2	16.0	13.5
Women	—	—	—	—
Claremont				
Men	21.8	18.0	—	—
Women	—	16.8	15.0	12.9
Laconia				
Men	20.4	17.0	15.9	—
Women	—	—	—	—
Manchester				
Men	20.8	17.5	—	—
Women	—	14.6	—	—
Nashua*				
Men	21.5	19.8	—	—
Women	17.3	—	—	—
Portsmouth				
Men	—	17.8	15.2	—
Women	—	14.9	—	—
Notre Dame C				
Men	14.2	—	12.6	—
Women	—	—	11.8	—

Continued on Following Page

FACT-FILE—Continued

NEW HAMPSHIRE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Rivier C				
Men	—	$23.4	$16.8	—
Women	$24.5	19.0	16.6	$14.2
Saint Anselm C				
Men	28.3	23.7	20.8	16.8
Women	26.3	23.6	19.2	16.6
U of New Hampshire				
Men	34.2	26.9	21.8	17.4
Women	—	26.2	19.6	17.1
Keene St C				
Men	23.7	20.4	18.4	16.0
Women	23.1	19.5	17.6	17.4
Plymouth St C				
Men	28.9	24.7	20.7	18.7
Women	—	23.4	20.1	—

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic CC				
Men	$27.9	$24.4	$22.6	$15.2
Women	—	24.1	18.7	17.7
Bergen CC				
Men	36.8	32.6	26.7	21.5
Women	35.5	30.7	25.8	19.3
Bloomfield C				
Men	29.0	23.7	19.5	20.8
Women	—	21.8	21.3	19.2
Brookdale CC				
Men	34.0	27.3	23.5	16.0
Women	33.7	28.5	23.9	17.4
Burlington Co C				
Men	29.7	26.9	22.5	18.9
Women	28.6	21.7	21.2	16.5
Caldwell C				
Men	—	19.4	—	10.0
Women	18.3	18.4	11.7	10.3
Camden Co C				
Men	31.1	28.9	25.5	—
Women	—	27.9	22.2	—
Centenary C				
Men	25.8	22.1	16.9	—
Women	25.9	—	16.7	13.8
C of Saint Elizabeth				
Men	—	—	16.5	—
Women	23.7	21.6	16.7	—
County C of Morris				
Men	34.0	28.2	23.3	20.0
Women	32.2	28.0	22.7	19.7
Cumberland Co C				
Men	32.0	27.4	27.2	22.0
Women	—	—	21.9	21.8
Drew U				
Men	37.7	29.6	22.5	20.1
Women	33.2	26.4	21.0	19.7
Essex Co C				
Men	34.5	28.3	23.3	21.1
Women	32.2	27.9	23.9	16.3
Fairleigh Dickinson U				
Edward Williams C				
Men	—	29.8	23.2	—
Women	—	—	—	16.2
Florhan–Madison				
Men	36.4	30.2	24.6	—
Women	34.9	29.3	20.0	—
Rutherford				
Men	36.2	29.3	25.0	21.4
Women	36.7	28.6	25.3	18.3
Teaneck				
Men	38.5	31.0	24.2	—
Women	36.1	28.0	23.2	16.6
Felician C				
Men	—	17.8	—	—
Women	19.6	17.4	15.9	13.5
Georgian Court C				
Men	—	22.4	22.5	15.8
Women	27.7	—	19.5	16.4
Glassboro St C				
Men	37.8	30.5	25.3	20.8
Women	36.7	27.7	23.9	—
Gloucester Co C				
Men	27.4	27.3	24.9	22.4
Women	—	26.3	24.5	—
Jersey City St C				
Men	38.6	31.1	25.2	19.5
Women	38.6	30.4	24.8	18.2
Kean C of New Jersey				
Men	37.9	30.4	24.0	22.8
Women	36.9	30.1	23.8	19.6
Mercer Co CC				
Men	32.8	27.9	23.8	18.1
Women	—	26.3	22.7	16.7
Middlesex Co C				
Men	36.0	31.7	26.0	19.6
Women	36.5	28.7	24.8	18.7
Monmouth C				
Men	32.2	26.7	25.4	—
Women	29.2	25.4	20.8	16.4
Montclair St C				
Men	37.8	29.9	24.6	19.4
Women	36.3	29.6	23.9	19.9
New Jersey Inst of Tech				
Men	44.2	34.5	28.5	—
Women	—	32.4	27.6	—
Northeastern Bible C				
Men	—	17.4	15.1	—
Women	—	—	—	—
Ocean Co C				
Men	35.3	31.1	25.7	17.0
Women	—	28.4	21.4	17.5
Passaic Co CC				
Men	35.6	29.2	—	16.8
Women	—	—	20.9	16.6
Princeton Theol Sem				
Men	37.8	—	26.1	—
Women	—	—	26.1	—
Princeton U				
Men	46.9	30.6	23.3	20.1
Women	41.9	29.8	22.9	—
Ramapo C of New Jersey				
Men	34.7	29.4	23.9	—
Women	34.6	28.9	23.3	—
Rider C				
Men	34.2	27.8	22.9	—
Women	31.7	22.9	20.6	13.5
Rutgers U				
Camden				
Men	48.2	33.8	24.0	21.5
Women	—	33.1	24.3	18.2
Newark				
Men	47.4	35.3	25.4	20.9
Women	47.2	32.2	25.3	19.2
New Brunswick				
Men	46.8	32.8	24.2	17.9
Women	45.1	32.2	23.5	18.3
Saint Peter's C				
Men	29.6	23.8	19.2	18.0
Women	27.2	23.1	18.1	17.0

NEW JERSEY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Salem CC				
Men	—	$24.4	$21.7	$19.2
Women	—	—	21.8	18.6
Somerset Co C				
Men	$32.5	26.2	21.5	17.7
Women	36.0	25.9	20.1	17.8
Stevens Inst of Tech				
Men	40.4	31.2	26.2	18.0
Women	—	—	26.1	—
Stockton St C				
Men	35.1	28.1	21.8	18.8
Women	30.8	27.2	21.2	17.8
Trenton St C				
Men	38.2	31.1	24.9	20.1
Women	37.2	29.9	24.0	19.5
Union County C				
Men	34.4	26.2	18.6	—
Women	31.8	25.0	19.1	—
U of Med & Dent of New Jersey				
Men	56.8	46.1	29.8	—
Women	—	—	30.3	—
Upsala C				
Men	31.9	26.8	19.7	15.9
Women	27.9	—	19.2	—
Westminster Choir C				
Men	27.8	23.1	17.2	13.0
Women	—	23.9	17.5	—
William Paterson C				
Men	37.4	30.1	23.5	19.2
Women	36.9	29.5	23.7	19.0

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
C of Santa Fe				
Men	—	$18.6	$16.5	—
Women	—	19.1	15.7	$13.2
Eastern New Mexico U				
Men	$34.3	28.7	25.1	20.3
Women	33.4	27.7	22.9	18.5
Roswell				
Men	—	—	24.5	19.5
Women	—	—	—	20.6
New Mexico Highlands U				
Men	29.1	23.5	20.3	16.6
Women	—	21.7	18.7	15.0
New Mexico Inst of Mining & Tech				
Men	34.3	28.2	24.9	—
Women	—	—	26.6	—
New Mexico Military Inst				
Men	27.3	23.9	20.5	18.8
Women	—	—	—	18.6
New Mexico St U				
Men	37.4	28.5	23.1	19.5
Women	33.4	26.1	21.4	18.5
Alamogordo				
Men	29.1	26.4	21.8	17.7
Women	—	25.1	—	—
Carlsbad				
Men	—	—	—	20.9
Women	—	26.2	—	—
Grants				
Men	—	—	—	18.8
Women	—	—	—	—
San Juan C				
Men	—	28.8	22.1	21.0
Women	—	—	—	19.4
U of New Mexico				
Men	37.1	27.5	23.5	—
Women	33.5	27.0	20.7	18.6
Western New Mexico U				
Men	32.9	28.5	22.8	16.7
Women	—	29.1	19.5	16.6

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Academy of Aeronautics				
Men	$20.7	$17.5	$15.1	$14.0
Women	—	—	—	—
Adelphi U				
Men	37.7	29.0	24.0	20.8
Women	36.6	27.6	23.8	19.6
Albany C of Pharmacy				
Men	34.8	26.5	22.8	—
Women	—	—	—	15.9
Albany Law School				
Men	44.6	33.0	—	—
Women	—	—	—	—
Alfred U				
Men	28.4	23.1	20.6	18.5
Women	—	—	20.5	19.0
Bard C				
Men	31.7	26.1	21.1	—
Women	28.3	—	20.9	—
Boricua C				
Men	—	19.2	17.0	13.6
Women	—	—	14.7	13.4
Brooklyn Law School				
Men	55.8	—	—	—
Women	48.6	—	35.8	24.3
Canisius C				
Men	32.1	27.1	22.3	18.1
Women	—	23.9	19.6	—
Cazenovia C				
Men	—	—	—	13.4
Women	—	—	15.6	12.3
City U of New York				
Bernard Baruch C				
Men	42.0	33.9	26.5	24.0
Women	39.3	31.9	26.4	21.9
Borough of Manhattan CC				
Men	41.5	33.8	28.9	21.1
Women	39.8	34.4	28.2	20.8
Bronx CC				
Men	41.9	34.7	29.6	—
Women	41.5	34.8	29.6	—
Brooklyn C				
Men	42.0	33.8	26.7	20.5
Women	40.9	33.6	26.5	21.2
City C				
Men	42.1	35.1	29.0	—
Women	41.6	34.1	26.6	22.7
C of Staten Island				
Men	42.1	35.6	29.5	—
Women	42.2	34.7	29.7	—
Hostos CC				
Men	41.1	35.0	28.0	17.9
Women	40.7	—	26.2	18.6
Hunter C				
Men	42.0	34.3	25.5	20.9
Women	41.8	33.2	25.1	20.7
Graduate Sch & U Center				
Men	43.4	34.6	25.8	—
Women	43.7	35.2	—	—
John Jay C of Criminal Justice				
Men	39.7	[illegible]	26.7	23.5
Women	39.9	29.1	26.3	21.7

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
City U of New York—Continued				
Kingsborough CC				
Men	$42.7	$34.9	$28.8	—
Women	42.0	34.6	29.0	—
La Guardia CC				
Men	36.7	31.1	24.9	$19.4
Women	34.6	29.2	24.0	19.4
Lehman C				
Men	41.9	34.7	27.2	21.5
Women	41.6	34.4	27.2	22.0
Medgar Evers C				
Men	41.6	31.1	24.2	19.6
Women	39.8	32.5	25.8	20.2
New York City Tech C				
Men	41.0	34.2	28.2	19.7
Women	40.6	34.7	27.3	17.8
Queens C				
Men	41.0	31.9	26.9	20.4
Women	40.2	33.2	25.8	18.9
Queensborough CC				
Men	40.9	34.2	27.0	19.7
Women	40.1	33.9	27.9	19.4
York C				
Men	42.2	33.9	26.5	—
Women	43.4	34.2	26.4	—
Clarkson C of Tech				
Men	41.4	31.3	25.0	23.7
Women	—	—	24.9	19.0
Clinton CC				
Men	23.8	21.5	20.0	—
Women	—	20.6	17.7	15.3
Colgate Roch Div Sch–Bexley Hall-Crozier Theol Sem				
Men	25.1	—	—	—
Women	—	—	—	—
Colgate U				
Men	40.9	30.9	21.1	18.2
Women	—	27.5	20.7	17.6
C of Insurance				
Men	26.6	25.1	19.9	—
Women	—	—	—	—
C of Mount Saint Vincent				
Men	—	20.6	18.5	16.0
Women	27.5	21.7	18.9	15.3
C of New Rochelle				
Men	—	25.1	20.8	—
Women	30.4	25.1	20.5	16.6
C of Saint Rose				
Men	29.4	22.6	18.7	17.2
Women	28.3	22.3	18.3	15.5
Columbia-Greene CC				
Men	25.8	21.1	18.4	13.6
Women	—	13.7	13.8	15.3
Columbia U Main Div				
Men	46.2	34.1	24.6	—
Women	40.6	30.4	23.2	17.1
Barnard C				
Men	43.1	28.0	22.3	16.1
Women	40.5	27.3	22.1	14.0
Teachers C				
Men	40.5	30.8	21.7	—
Women	39.8	29.6	23.4	16.5
CC of the Finger Lakes				
Men	24.8	21.4	18.5	14.8
Women	23.6	21.2	18.6	14.7
Concordia C				
Men	19.8	17.7	14.6	—
Women	—	—	13.3	—
Cooper Union				
Men	34.4	28.8	25.7	—
Women	—	—	—	—
Cornell U Endowed C's				
Men	43.8	31.2	25.2	23.5
Women	37.6	27.6	23.7	19.9
Statutory C				
Men	39.9	29.6	25.5	—
Women	34.7	28.3	24.1	—
Daemen C				
Men	25.1	20.2	18.3	—
Women	—	19.8	16.5	—
Dominican C of Blauvelt				
Men	—	22.7	20.2	—
Women	—	—	18.7	15.2
Dowling C				
Men	32.4	26.7	23.0	19.5
Women	33.0	19.0	—	16.8
D'Youville C				
Men	24.8	19.8	16.0	—
Women	—	21.4	16.7	—
Elizabeth Seton C				
Men	—	—	16.1	—
Women	—	22.1	16.8	14.4
Elmira C				
Men	28.0	23.5	19.4	17.1
Women	28.0	19.4	18.5	—
Five Towns C				
Men	—	—	12.5	6.6
Women	—	—	—	7.4
Fordham U				
Men	43.9	32.1	25.3	22.4
Women	39.4	33.4	24.9	21.4
General Theol Sem				
Men	22.1	18.2	—	—
Women	—	—	—	—
Genesee CC				
Men	23.5	20.1	16.9	—
Women	21.6	19.2	15.4	13.3
Hamilton C				
Men	37.2	29.7	22.0	17.8
Women	—	27.2	19.4	—
Hartwick C				
Men	28.7	25.6	19.4	—
Women	29.0	22.8	17.9	—
Hebrew Union C—New York				
Men	40.2	26.4	—	—
Women	—	—	—	—
Hilbert C				
Men	—	—	14.3	15.1
Women	—	—	—	13.8
Hobart-Wm Smith C's				
Men	34.6	27.5	21.4	17.9
Women	34.6	26.4	20.2	—
Hofstra U				
Men	36.9	29.6	25.3	22.5
Women	33.1	28.7	22.6	19.7
Houghton C				
Men	20.5	18.9	16.5	—
Women	21.8	—	16.5	—
Iona C				
Men	37.0	30.6	24.5	19.9
Women	32.3	29.9	25.0	19.7
Ithaca C				
Men	31.8	26.5	21.2	13.9
Women	30.0	25.9	20.2	14.9

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Keuka C				
Men	$17.7	$13.9	$13.2	—
Women	19.1	14.6	13.0	$12.6
King's C				
Men	23.8	20.4	18.4	—
Women	—	—	18.1	—
Le Moyne C				
Men	31.1	24.7	20.3	18.2
Women	—	23.6	19.0	17.3
Long Island U				
Brooklyn Center*				
Men	33.2	27.3	22.1	18.3
Women	31.3	25.8	20.5	17.5
C W Post Center*				
Men	33.2	27.3	22.1	18.3
Women	31.3	25.8	20.5	17.5
Southampton Center*				
Men	33.2	27.3	22.1	—
Women	31.3	25.8	20.5	—
Manhattan C				
Men	37.7	30.9	24.2	18.8
Women	—	29.4	22.0	18.3
Manhattanville C				
Men	30.6	27.8	19.4	17.6
Women	30.0	24.4	18.2	—
Maria C of Albany				
Men	—	—	—	—
Women	17.5	16.3	13.6	11.5
Marist C				
Men	30.8	25.8	22.6	—
Women	—	—	19.5	—
Maryknoll Sch of Theol				
Men	—	14.9	—	—
Women	18.6	—	—	—
Marymount C				
Men	25.9	21.9	20.0	9.3
Women	26.4	20.9	17.1	—
Marymount Manhattan C				
Men	—	25.5	22.0	—
Women	—	25.8	20.8	—
Mater Dei C				
Men	—	—	—	16.4
Women	—	17.1	15.2	12.3
Medaille C				
Men	—	18.7	16.9	15.8
Women	—	19.6	16.4	14.0
Mercy C				
Men	31.2	24.5	20.9	16.7
Women	33.3	27.6	21.7	16.3
Molloy C				
Men	—	17.7	14.3	—
Women	—	18.1	14.7	10.8
Mount Saint Mary C				
Men	28.1	20.2	17.9	—
Women	26.6	20.8	18.3	14.9
Nazareth C of Rochester				
Men	30.1	24.7	21.5	18.5
Women	30.2	24.9	20.4	17.5
New Sch for Soc Research				
Men	43.3	27.5	21.6	—
Women	—	27.4	22.1	—
NY C of Podiatric Med				
Men	28.5	28.7	20.8	20.0
Women	—	—	23.2	—
New York Inst of Tech				
Men	37.3	28.2	21.1	18.7
Women	—	27.1	19.6	17.3
NYC				
Men	34.4	29.7	23.9	18.0
Women	—	29.0	20.3	18.4
New York Law School				
Men	50.5	40.9	32.9	—
Woman	—	—	30.0	—
New York U				
Men	47.0	32.6	26.5	24.7
Women	40.5	30.7	25.6	21.3
Niagara U				
Men	29.3	23.5	20.1	—
Women	25.5	21.8	18.5	15.4
North Country CC				
Men	30.0	26.2	22.1	17.2
Women	—	—	22.1	16.7
Nyack C				
Men	21.5	18.9	18.0	17.3
Women	—	—	—	—
Pace U				
New York*				
Men	37.8	30.8	25.7	19.0
Women	34.5	30.2	25.4	19.8
Pleasantville-Briarcliff*				
Men	37.8	30.8	25.7	—
Women	34.5	30.2	25.4	19.8
White Plains*				
Men	37.8	30.8	25.7	—
Women	34.5	30.2	25.4	19.8
Paul Smith's C of Arts & Sci				
Men	23.2	21.4	16.8	15.7
Women	—	—	15.9	13.7
Polytechnic Inst of NY				
Men	39.3	30.3	25.2	21.4
Women	—	27.2	24.6	22.0
Pratt Institute				
Men	31.7	25.3	22.4	—
Women	28.1	22.0	18.6	—
Rabbi Isaac Elchanan Sem				
Men	—	20.1	26.7	—
Women	—	—	—	—
Rensselaer Poly Institute				
Men	43.6	32.2	26.4	—
Women	39.9	34.1	24.1	—
Roberts Wesleyan C				
Men	19.9	18.0	16.2	—
Women	—	17.4	15.5	13.9
Rochester Inst Tech				
Men	35.5	29.8	25.2	21.3
Women	30.8	27.4	24.8	20.3
Russell Sage C*				
Men	32.4	27.1	19.9	21.5
Women	33.6	23.8	19.7	16.9
JC of Albany*				
Men	32.4	27.1	19.9	21.5
Women	33.6	23.8	19.7	16.9
Saint Bonaventure U				
Men	29.0	23.1	19.6	16.4
Women	—	25.7	19.5	18.5
Saint Francis C				
Men	34.8	27.0	22.2	—
Women	—	—	20.5	—
Saint John Fisher C				
Men	30.8	25.4	21.7	18.8
Women	—	24.5	19.8	—
Saint John's U				
Men	39.7	29.8	23.2	20.4
Women	36.2	26.5	21.5	15.0

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Saint Joseph's C*				
Men	—	—	$16.7	—
Women	$23.8	$21.0	17.1	$14.6
Suffolk*				
Men	—	—	16.7	—
Women	23.8	21.0	17.1	14.6
Saint Lawrence U				
Men	38.5	28.8	22.6	20.8
Women	35.2	27.7	21.8	18.7
Saint Thomas Aquinas C				
Men	—	23.9	20.5	17.2
Women	27.7	24.2	19.5	16.4
Schenectady County CC				
Men	28.4	23.4	18.5	—
Women	26.1	22.4	16.9	14.0
Siena C				
Men	31.7	24.3	20.4	—
Women	—	—	19.6	—
Skidmore C				
Men	36.4	26.2	21.0	—
Women	33.7	26.0	21.4	17.3
State U of New York				
Albany				
Men	45.2	32.6	25.3	—
Women	41.1	31.3	23.1	—
Binghamton				
Men	43.5	31.4	23.9	—
Women	39.1	29.1	22.8	—
Buffalo				
Men	45.9	32.7	25.7	—
Women	40.0	29.4	22.9	—
Health Sci Center				
Men	52.2	41.0	30.0	29.3
Women	47.2	33.9	25.6	18.6
Stony Brook				
Men	46.0	33.0	24.0	—
Women	41.9	29.5	21.9	18.2
Health Sci Center				
Men	60.1	41.0	33.0	29.9
Women	—	37.1	24.9	21.8
Empire St C				
Men	32.0	27.2	22.2	18.7
Women	33.5	26.1	20.9	19.1
C at Brockport				
Men	37.0	29.3	24.8	20.3
Women	33.6	29.2	23.2	16.5
C at Buffalo				
Men	34.7	27.4	23.1	18.6
Women	34.9	26.6	21.4	17.8
C at Cortland				
Men	34.2	27.2	21.2	15.8
Women	33.2	26.1	20.5	16.0
C at Fredonia				
Men	35.3	28.1	22.6	20.0
Women	23.4	25.8	21.9	16.6
C at Geneseo				
Men	36.7	29.1	21.9	17.5
Women	35.1	29.7	20.6	18.3
C at New Paltz				
Men	34.0	26.4	24.2	—
Women	33.9	26.4	23.1	18.7
C at Old Westbury				
Men	38.9	29.4	22.3	20.7
Women	—	28.9	22.2	19.1
C at Oneonta				
Men	34.9	27.7	22.6	—
Women	33.9	27.4	22.3	—
C at Oswego				
Men	35.5	27.3	21.6	19.0
Women	33.7	26.0	21.4	17.3
C at Plattsburgh				
Men	34.5	28.5	22.7	—
Women	36.5	27.5	21.3	15.7
C at Potsdam				
Men	34.6	27.7	21.9	18.4
Women	30.5	27.6	22.9	16.2
C at Purchase				
Men	37.0	27.6	20.5	19.8
Women	34.2	24.8	19.8	—
Downstate Medical Ctr				
Men	49.4	42.2	35.6	28.6
Women	—	35.4	30.1	25.3
Upstate Medical Ctr				
Men	51.3	37.8	26.6	18.4
Women	—	33.2	24.5	17.7
C of Optometry at NYC				
Men	42.7	32.3	21.8	—
Women	—	—	23.9	—
A & T C at Alfred				
Men	31.6	27.3	22.8	18.3
Women	—	25.5	21.3	16.1
A & T C at Canton				
Men	29.0	24.1	21.4	19.3
Women	27.9	22.1	19.2	17.7
A & T C at Cobleskill				
Men	29.5	24.3	21.1	19.9
Women	28.8	22.6	19.9	17.7
A & T C at Delhi				
Men	29.6	24.1	20.5	15.7
Women	—	21.9	19.0	17.6
A & T C at Farmingdale				
Men	32.8	26.0	21.3	18.3
Women	30.8	23.9	19.8	17.2
A & T C at Morrisville				
Men	31.2	25.9	21.7	19.1
Women	29.3	23.6	19.6	17.9
C Environmental Science & Forestry				
Men	33.5	27.3	23.3	—
Women	—	—	—	—
Maritime C				
Men	36.6	25.1	21.9	—
Women	—	—	—	—
C of Tech Utica-Rome				
Men	32.4	28.0	22.0	19.5
Women	—	—	19.9	—
Fashion Inst of Tech				
Men	43.5	35.5	27.9	22.6
Women	44.6	38.3	29.5	22.6
C of Ceramics at Alfred U				
Men	38.6	28.7	21.2	—
Women	—	—	—	—
Adirondack CC				
Men	24.9	22.9	16.2	13.2
Women	29.0	22.8	15.7	12.3
Broome CC				
Men	27.5	22.9	19.2	16.9
Women	25.3	21.6	17.5	16.0
Cayuga Co CC				
Men	27.3	24.3	18.0	15.4
Women	—	21.5	18.2	16.0
Corning CC				
Men	31.1	25.5	19.7	—
Women	29.8	23.1	19.1	15.7
Dutchess CC				
Men	35.0	30.0	23.9	16.8
Women	32.8	27.6	22.0	16.2

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
State U of New York—Continued				
Erie CC				
Buffalo				
Men	$31.5	$27.7	$25.0	$18.5
Women	—	27.7	24.4	18.5
Orchard Park				
Men	29.5	25.9	22.9	17.1
Women	—	—	—	17.0
Williamsville				
Men	30.0	27.1	22.6	21.2
Women	30.0	25.9	22.5	20.7
Fulton-Montgomery CC				
Men	29.5	25.7	21.8	—
Women	—	25.7	16.4	18.0
Herkimer Co CC				
Men	28.9	25.4	19.0	13.9
Women	—	23.9	17.6	—
Hudson Valley CC				
Men	29.7	25.7	22.1	16.8
Women	27.6	25.2	19.5	15.6
Jamestown CC				
Men	30.5	24.9	21.6	16.5
Women	28.7	24.2	20.1	15.8
Jefferson CC				
Men	33.7	28.2	22.0	16.1
Women	—	26.1	19.0	16.6
Mohawk Valley CC				
Men	29.5	24.8	22.1	18.7
Women	28.5	24.2	20.1	17.1
Monroe CC				
Men	33.7	28.0	23.9	18.4
Women	33.1	27.8	22.0	18.0
Nassau CC				
Men	41.0	33.9	27.2	22.4
Women	40.5	32.9	26.5	21.7
Niagara Co CC				
Men	32.0	27.3	21.9	17.7
Women	30.4	25.0	21.5	17.4
Onondaga CC				
Men	32.2	27.5	23.2	20.9
Women	32.4	26.9	21.4	18.2
Orange Co CC				
Men	35.6	31.0	25.1	19.2
Women	34.4	32.4	23.9	15.1
Rockland CC				
Men	30.7	25.9	22.4	16.8
Women	29.2	24.2	20.1	16.0
Suffolk Co CC				
Brentwood				
Men	33.5	25.0	21.4	21.2
Women	33.1	26.2	22.3	18.0
Riverhead				
Men	36.1	28.7	22.2	17.5
Women	—	—	21.4	—
Selden				
Men	37.0	28.8	22.9	19.8
Women	34.5	26.8	23.5	18.5
Sullivan Co CC				
Men	29.7	27.0	19.1	—
Women	27.9	26.5	15.4	17.3
Tompkins Cortland CC				
Men	26.6	20.7	17.4	15.5
Women	22.5	18.6	16.0	14.8
Ulster Co CC				
Men	30.3	26.5	22.6	18.2
Women	29.7	24.7	23.6	18.7
Westchester CC				
Men.	43.6	37.7	32.3	—
Women	42.9	34.2	31.7	20.0
Syracuse U				
Men	38.2	28.0	23.9	18.4
Women	32.7	25.9	21.1	16.6
Utica C				
Men	28.0	23.0	18.9	—
Women	—	21.7	18.0	—
Touro C				
Men	—	33.8	23.1	16.0
Women	—	24.9	22.2	15.6
Trocaire C				
Men	—	—	18.3	—
Women	—	—	17.0	14.2
Union C				
Men	37.3	28.6	21.6	18.8
Women	—	25.8	20.3	—
Union Theol Sem				
Men	21.1	16.2	14.6	—
Women	20.3	—	—	—
US Merchant Marine Acad				
Men	39.3	30.9	24.3	—
Women	—	—	22.0	—
US Military Acad				
Men	37.3	28.2	23.4	—
Women	—	—	—	—
U of Rochester				
Men	40.5	31.2	24.5	23.0
Women	37.2	29.3	22.0	19.2
Vassar C				
Men	39.0	28.2	22.0	19.9
Women	37.1	27.9	21.6	18.5
Villa Maria C of Buffalo				
Men	—	—	—	1. 3
Women	—	19.8	—	12.5
Wadhams Hall Sem C				
Men	—	—	—	—
Women	—	—	—	—
Wagner C				
Men	35.0	25.3	19.7	17.4
Women	35.0	28.8	19.7	16.3
Webb Inst of Naval Arch				
Men	32.3	—	—	—
Women	—	—	—	—
Wells C*				
Men	25.9	20.4	17.8	—
Women	25.3	21.1	18.2	13.7
Yeshiva U				
Men	35.1	28.4	23.1	18.6
Women	32.7	26.1	22.4	18.6

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Appalachian St U				
Men	$29.2	$24.0	$22.2	$18.3
Women	26.9	22.8	20.9	17.5
Atlantic Christian C				
Men	23.4	19.5	16.9	—
Women	—	18.6	17.2	14.8
Barber-Scotia C				
Men	—	—	15.2	14.1
Women	—	—	14.7	13.8
Belmont Abbey C				
Men	—	18.4	16.2	—
Women	—	—	15.7	—
Bennett C				
Men	22.6	18.4	16.0	14.4
Women	19.9	16.9	15.7	14.3
Catawba C				
Men	22.8	18.1	15.7	14.4
Women	21.4	—	16.9	—

NORTH CAROLINA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
C of the Albemarle				
Men	$19.7	$18.3	$15.0	$12.7
Women	—	17.4	14.6	12.9
Davidson C				
Men	35.5	28.3	21.8	18.1
Women	—	—	—	—
East Carolina U				
Men	32.2	26.5	21.4	19.7
Women	29.7	25.3	21.1	17.4
East Coast Bible C				
Men	—	—	12.8	—
Women	—	—	—	12.2
Elizabeth City St U				
Men	28.9	24.0	22.3	20.3
Women	30.2	22.7	21.5	—
Elon C				
Men	24.8	21.5	19.1	15.9
Women	—	20.2	17.9	16.4
Fayetteville St U				
Men	31.9	25.9	20.9	18.9
Women	27.6	26.6	22.0	—
Gardner-Webb C				
Men	21.8	18.0	19.2	15.2
Women	20.4	20.9	17.2	14.0
Greensboro C				
Men	22.4	20.1	17.3	—
Women	—	—	17.8	15.8
Guilford C				
Men	29.2	23.2	18.8	—
Women	25.1	21.6	18.1	—
High Point C				
Men	23.2	19.5	17.5	14.6
Women	—	—	16.4	13.9
Johnson C Smith U				
Men	22.3	20.0	18.1	16.1
Women	—	20.6	17.0	14.3
Lenoir-Rhyne C				
Men	22.8	19.2	16.4	—
Women	22.3	18.6	16.5	14.5
Livingstone C				
Men	—	17.7	14.3	13.4
Women	—	16.8	14.3	12.4
Louisburg C				
Men	19.8	17.2	—	—
Women	18.8	—	—	14.0
Mars Hill C				
Men	24.4	21.6	19.3	—
Women	22.4	20.4	18.1	15.8
Meredith C				
Men	25.9	21.5	18.1	16.7
Women	25.9	21.3	17.5	16.4
Methodist C				
Men	19.0	17.1	16.2	—
Women	—	16.6	15.0	12.5
Mount Olive C				
Men	18.0	—	—	—
Women	16.8	—	—	—
North Carolina A & T St U				
Men	30.4	26.0	22.0	19.5
Women	30.2	26.0	20.8	17.5
North Carolina Central U				
Men	31.8	26.1	22.3	18.7
Women	30.3	25.0	21.7	19.8
North Carolina Sch of the Arts				
Men	—	—	—	22.6
Women	—	—	—	19.9
North Carolina St U Raleigh				
Men	38.0	28.4	24.1	20.5
Women	33.5	26.1	22.6	20.1
North Carolina Wesleyan C				
Men	22.5	19.3	16.7	—
Women	—	—	15.2	—
Pembroke State U				
Men	30.5	26.0	21.4	18.0
Women	—	25.9	21.9	—
Pfeiffer C				
Men	19.8	16.2	17.4	—
Women	19.6	16.0	14.6	—
Queens C				
Men	23.4	21.0	16.6	—
Women	22.7	21.5	15.8	12.8
Roanoke Bible C				
Men	13.1	11.2	—	—
Women	—	—	—	—
Sacred Heart C				
Men	—	—	15.7	—
Women	16.0	—	14.1	—
Saint Andrews Presb C				
Men	25.5	22.4	20.3	16.1
Women	—	21.0	19.2	15.3
Saint Augustines C				
Men	19.0	20.0	16.1	12.0
Women	—	15.2	14.7	12.6
Saint Mary's C				
Men	—	—	16.4	13.5
Women	—	20.4	16.0	13.3
Salem C				
Men	25.2	21.0	19.0	—
Women	24.8	20.4	18.3	—
Shaw U				
Men	20.9	19.5	17.8	12.5
Women	—	17.6	15.4	13.9
Southeastern Baptist Theol Sem				
Men	25.4	19.2	—	—
Women	—	—	—	—
U of North Carolina				
Asheville				
Men	30.2	24.6	21.7	—
Women	—	—	21.1	—
Chapel Hill				
Men	40.8	29.9	23.5	23.8
Women	35.8	27.5	22.2	20.0
Charlotte				
Men	32.3	26.5	21.8	—
Women	30.9	24.1	20.4	17.1
Greensboro				
Men	38.3	27.2	21.9	18.7
Women	37.0	27.5	22.2	17.7
Wilmington				
Men	30.9	25.0	21.1	—
Women	—	25.2	21.7	17.8
Wake Forest U				
Men	36.0	29.5	22.7	15.7
Women	40.6	26.5	21.8	15.7
Western Carolina U				
Men	30.8	25.4	21.2	16.6
Women	29.5	24.8	21.1	17.6
Wingate C				
Men	25.7	20.5	18.5	17.8
Women	—	—	17.7	—
Winston-Salem St U				
Men	28.6	24.9	21.2	17.2
Women	27.2	23.3	20.4	16.4

NORTH DAKOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Dickinson St C				
Men	$27.3	$25.3	$22.0	—
Women	—	24.3	—	$19.4
Jamestown C				
Men	27.3	26.6	21.0	18.6
Women	—	—	18.1	15.5
Mayville State C				
Men	30.3	26.0	21.0	—
Women	—	—	20.0	—
Minot State C				
Men	29.7	25.0	22.9	21.3
Women	30.6	25.1	21.9	19.0
North American Baptist Sem				
Men	23.4	—	17.1	—
Women	—	—	—	—
North Dakota St U				
Men	33.2	27.5	23.3	17.4
Women	31.2	27.2	21.9	18.3
Northwest Bible C				
Men	—	—	—	11.3
Women	—	—	—	—
U of North Dakota				
Men	33.3	27.6	23.3	20.4
Women	28.7	25.6	21.0	18.7
Williston Branch				
Men	—	—	—	20.2
Women	—	—	—	19.5
Valley City St C				
Men	30.1	26.4	24.5	—
Women	—	24.4	21.3	20.4

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Air Force Inst of Tech				
Men	$39.3	$25.5	$28.9	$24.1
Women	—	—	—	—
Antioch U				
Men	26.6	19.4	15.7	—
Women	23.3	20.4	15.7	—
Ashland C				
Men	27.0	24.9	18.4	16.5
Women	25.4	22.9	14.8	—
Baldwin-Wallace C				
Men	28.3	23.3	19.7	—
Women	26.8	22.5	18.7	—
Belmont Tech C				
Men	—	—	20.2	18.5
Women	—	—	—	16.8
Bluffton C				
Men	21.1	17.4	15.3	—
Women	—	—	15.4	—
Bowling Green St U				
Men	36.3	28.7	22.8	17.9
Women	34.9	27.1	21.8	18.1
Firelands C				
Men	—	26.9	20.0	17.2
Women	—	—	—	17.1
Capital U				
Men	28.0	20.4	19.3	14.5
Women	24.8	18.0	16.5	—
Case Western Reserve U				
Men	40.5	29.9	23.9	20.8
Women	34.0	28.0	23.2	18.5
Cedarville C				
Men	25.3	21.6	19.6	—
Women	—	20.6	18.2	14.2
Cincinnati Bible Sem				
Men	23.0	19.4	—	15.3
Women	—	—	—	—
Circleville Bible C				
Men	9.0	—	10.9	—
Women	11.7	—	—	—
Clark Tech C				
Men	—	24.3	22.2	17.1
Women	—	22.8	20.4	18.2
Cleveland Inst of Art				
Men	27.2	23.0	17.5	—
Women	25.7	—	—	—
Cleveland St U				
Men	40.1	30.1	25.9	20.1
Women	41.6	27.5	22.2	19.9
C of Mount Saint Joseph-on-the-Ohio				
Men	21.9	20.8	17.5	—
Women	22.8	20.8	16.8	14.7
C of Wooster				
Men	29.8	24.3	20.0	17.1
Women	28.6	22.9	18.9	15.9
Columbus C				
Art and Design				
Men	23.9	19.9	17.5	14.6
Women	—	—	—	14.5
Defiance C				
Men	21.1	18.8	17.5	16.1
Women	—	18.0	17.3	—
Denison U				
Men	31.6	26.8	20.8	17.7
Women	31.1	25.5	19.5	17.5
Dyke C				
Men	—	—	15.9	14.5
Women	—	—	16.1	12.6
Edison St CC				
Men	—	20.9	20.4	19.6
Women	—	—	19.5	17.5
Findlay C				
Men	25.8	21.7	19.9	16.6
Women	—	20.3	16.9	15.2
Hebrew Union C				
Men	37.0	—	—	—
Women	—	—	—	—
Heidelberg C				
Men	24.8	19.1	17.3	15.6
Women	—	18.2	17.6	—
Hiram C				
Men	27.8	22.7	19.3	—
Women	—	20.7	17.2	14.3
Jefferson Tech C*				
Men	—	23.1	19.0	18.9
Women	—	22.2	17.3	17.1
John Carroll U				
Men	30.4	25.7	21.0	19.8
Women	27.8	24.0	19.4	—
Kent St U				
Men	34.8	26.4	22.6	18.4
Women	32.7	26.0	21.7	17.7
Ashtabula				
Men	—	24.8	21.8	—
Women	—	—	21.0	16.5
East Liverpool				
Men	—	—	20.3	—
Women	—	—	18.0	—
Salem				
Men	—	26.1	22.7	—
Women	—	—	—	—
Stark Co				
Men	—	26.0	23.5	21.9
Women	—	24.9	21.9	—
Trumbull				
Men	—	25.5	21.3	18.5
Women	—	24.1	20.2	—

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Kent St U				
Tuscarawas				
Men	—	$24.8	$21.4	—
Women	—	—	21.8	$17.3
Kenyon C				
Men	$38.1	28.5	23.1	16.9
Women	—	26.3	19.9	—
Kettering C of Medical Arts				
Men	—	22.4	17.6	16.7
Women	—	—	17.0	15.6
Lima Tech C				
Men	—	26.6	23.0	20.3
Women	—	—	22.8	18.3
Lorain County CC				
Men	31.8	30.4	23.8	18.8
Women	—	30.3	23.9	19.4
Malone C				
Men	21.2	17.4	14.3	—
Women	—	16.3	—	11.4
Marietta C				
Men	26.6	22.6	20.5	19.4
Women	—	19.4	18.7	14.9
Medical C of Ohio-Toledo				
Men	—	—	—	—
Women	—	25.1	21.6	18.3
Methodist Theol Sch of Ohio				
Men	23.6	—	—	—
Women	—	—	—	—
Miami U				
Hamilton				
Men	29.9	26.0	19.9	18.1
Women	—	23.0	19.7	20.5
Middletown				
Men	—	25.1	22.0	23.6
Women	—	—	20.1	20.9
Oxford				
Men	36.2	27.2	22.4	20.4
Women	34.5	26.6	20.9	18.0
Michael J Owens Tech C				
Men	25.3	21.8	19.7	18.1
Women	—	23.8	19.7	16.7
Mount Union C				
Men	28.6	23.3	19.7	16.7
Women	—	22.6	19.0	—
Mount Vernon Nazarene C				
Men	22.3	19.1	17.2	15.0
Women	—	—	16.9	14.6
Muskingum Area Tech C				
Men	—	21.3	19.9	18.5
Women	—	—	19.5	—
Muskingum C				
Men	30.1	23.7	20.4	17.1
Women	—	23.6	18.5	14.0
North Central Tech C				
Men	—	23.0	19.8	17.8
Women	—	19.9	18.4	15.2
Notre Dame C				
Men	—	—	14.3	11.0
Women	—	14.8	—	11.7
Oberlin C				
Men	37.0	27.3	20.9	17.6
Women	35.2	27.8	20.9	—
Ohio C of Podiatric Medicine				
Men	—	28.8	24.3	—
Women	—	—	—	—
Ohio Dominican C				
Men	—	19.6	16.8	—
Women	22.0	18.8	16.2	13.9
Ohio Northern U				
Men	29.9	24.8	21.1	19.0
Women	26.6	24.0	21.2	16.6
Ohio St U				
Men	41.8	31.5	26.8	22.3
Women	37.5	29.3	24.1	17.7
Ag Tech Inst				
Men	—	24.4	19.9	—
Women	—	—	18.6	—
Lima				
Men	—	27.7	23.6	—
Women	—	—	21.9	—
Mansfield				
Men	—	28.5	22.1	—
Women	—	—	23.9	—
Marion				
Men	—	26.2	21.5	—
Women	—	27.7	20.4	—
Newark				
Men	—	26.0	22.5	—
Women	—	28.3	23.7	—
Ohio U				
Men	34.3	26.6	22.6	18.2
Women	30.2	26.0	21.3	17.3
Belmont Co				
Men	—	26.4	22.9	—
Women	—	—	—	—
Chillicothe				
Men	—	25.3	21.1	—
Women	—	—	—	—
Lancaster				
Men	—	24.7	20.1	17.3
Women	—	—	20.1	—
Zanesville				
Men	—	23.3	19.6	—
Women	—	23.2	19.3	—
Ohio Wesleyan U				
Men	31.5	24.2	20.5	17.6
Women	29.7	23.4	20.4	—
Otterbein C				
Men	27.3	20.5	17.9	14.0
Women	26.9	21.6	16.9	16.6
Pontifical C Josephinum				
Men	10.2	11.6	8.9	—
Women	—	—	—	—
Rio Grande C				
Men	—	21.6	18.7	15.8
Women	—	—	18.9	16.0
Shawnee St CC				
Men	—	22.6	20.5	17.4
Women	—	23.6	19.9	15.8
Sinclair CC				
Men	25.0	20.1	17.1	14.8
Women	23.9	19.8	17.0	13.6
Southern St CC				
Men	—	20.5	17.4	15.2
Women	—	—	16.8	14.9
Stark Tech C				
Men	—	29.3	22.6	18.1
Women	—	—	18.8	16.6
Trinity Lutheran Sem				
Men	23.3	22.2	20.4	—
Women	—	—	—	—
United Theol Sem				
Men	23.1	21.8	—	—
Women	—	—	—	—
U of Akron				
Men	36.2	28.8	23.5	19.8
Women	32.8	27.0	22.7	19.3

OHIO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Akron—Continued				
Wayne General Tech C				
Men	—	$24.4	—	$17.1
Women	—	—	$17.8	—
U of Cincinnati				
Men	$38.4	29.3	23.8	17.7
Women	34.8	28.9	23.5	17.5
Clermont General & Tech C				
Men	—	—	22.6	—
Women	—	—	22.4	—
Raymond Walters C				
Men	—	27.8	22.3	17.5
Women	33.6	26.9	20.9	16.1
U of Dayton				
Men	31.6	27.6	21.6	17.3
Women	28.0	25.5	20.4	13.8
U of Steubenville				
Men	24.8	19.9	16.7	—
Women	—	19.2	17.5	—
U of Toledo				
Men	35.7	28.2	23.3	20.2
Women	30.0	25.7	21.8	18.6
Urbana C				
Men	19.5	18.0	15.7	—
Women	—	—	—	13.3
Ursuline C				
Men	—	—	—	—
Women	21.5	18.1	15.8	16.9
Walsh C				
Men	22.6	19.2	—	—
Women	—	—	17.4	17.4
Wilberforce U				
Men	24.0	19.3	15.6	14.2
Women	—	22.6	15.8	14.9
Wilmington C				
Men	22.5	19.5	16.6	—
Women	—	—	15.7	—
Wittenberg U				
Men	32.3	26.7	21.5	18.4
Women	—	26.3	22.1	17.2
Wright St U				
Men	33.0	25.6	21.0	16.9
Women	28.0	22.9	20.0	17.1
Western Ohio				
Men	—	—	19.2	16.7
Women	—	—	—	—
Xavier U				
Men	31.6	26.9	21.5	18.7
Women	27.1	19.7	20.4	18.8
Youngstown St U				
Men	34.0	28.8	23.3	18.4
Women	32.9	27.3	22.3	17.3

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C				
Men	—	$19.8	$17.5	—
Women	—	—	17.2	$13.8
Bethany Nazarene C				
Men	$24.3	21.2	19.7	—
Women	23.5	20.4	18.7	16.7
Cameron U				
Men	31.7	27.6	25.0	21.3
Women	29.6	27.4	23.5	18.6
Central State U				
Men	35.1	32.2	28.7	22.8
Women	35.0	31.9	28.8	23.0
East Central				
Oklahoma St U				
Men	32.6	29.7	26.8	22.7
Women	32.2	—	26.3	21.6
Langston U				
Men	34.4	—	27.8	22.7
Women	27.8	26.8	19.2	23.3
Midwest Christian C				
Men	15.8	—	—	—
Women	—	—	—	—
Northeastern Oklahoma St U				
Men	31.8	27.3	23.5	20.8
Women	29.0	25.7	22.0	21.5
Northwestern Oklahoma St U				
Men	33.1	30.9	26.0	19.3
Women	—	—	26.0	21.4
Oklahoma Baptist U				
Men	26.3	22.0	18.6	16.0
Women	—	22.2	18.1	16.6
Oklahoma Christian C				
Men	27.4	25.1	20.5	15.9
Women	—	—	—	17.0
Oklahoma City U				
Men	27.4	24.0	21.5	—
Women	23.9	19.1	17.1	14.0
Oklahoma Panhandle St U				
Men	29.2	26.9	19.4	22.7
Women	—	26.4	23.6	21.1
Oklahoma St U				
Men	37.0	28.4	24.0	20.0
Women	36.1	26.9	23.2	17.4
Tech Inst				
Men	—	27.7	23.2	21.4
Women	—	—	21.9	18.7
Phillips U				
Men	25.1	21.5	19.8	—
Women	—	20.5	18.3	—
Southeastern Oklahoma St U				
Men	31.8	27.7	24.6	19.9
Women	28.8	26.6	21.5	19.7
Southwestern Oklahoma St U				
Men	34.3	31.8	29.8	23.4
Women	33.4	32.4	27.9	22.7
U of Oklahoma Norman				
Men	38.5	29.9	24.2	17.9
Women	35.0	28.0	21.4	14.9
Health Sci Center				
Men	31.0	29.9	22.9	21.3
Women	32.9	23.0	21.4	17.9
U of Sci & Arts of Oklahoma				
Men	32.5	30.6	26.9	22.6
Women	—	28.7	26.7	21.7
U of Tulsa				
Men	35.1	28.6	22.1	—
Women	30.1	24.5	21.0	18.4

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Central Oregon CC				
Men	$27.3	$24.4	$22.3	$19.5
Women	—	23.3	21.6	18.7
Columbia Christian C				
Men	—	17.0	17.0	—
Women	—	—	—	—
Concordia C				
Men	17.6	—	12.3	—
Women	—	—	13.5	—
Eastern Oregon St C				
Men	28.9	23.4	20.5	—
Women	29.5	22.8	18.5	16.3

Continued on Following Page

FACT-FILE—Continued

OREGON—Continued

	Prof	Assoc Prof	Asst Prof	Inst
George Fox C				
Men	$23.4	$19.8	$16.7	—
Women	—	—	—	—
Judson Baptist C				
Men	—	—	18.7	$11.9
Women	—	—	—	—
Lewis & Clark C				
Men	37.8	26.3	22.0	—
Women	32.6	27.0	19.5	—
Linfield C				
Men	26.3	22.1	18.4	—
Women	—	21.9	17.8	—
Multnomah Sch of the Bible				
Men	19.1	17.8	16.1	—
Women	—	—	—	—
Northwest Christian C				
Men	13.3	14.6	—	—
Women	—	—	—	—
Oregon Graduate Center				
Men	43.6	30.5	25.3	15.5
Women	—	—	—	—
Oregon Health Sciences U				
Men	37.5	30.5	24.8	18.3
Women	32.5	26.4	21.8	19.3
Oregon Inst of Tech				
Men	29.8	26.8	23.2	18.3
Women	29.8	27.2	20.5	17.8
Oregon State U				
Men	33.5	26.3	22.0	16.4
Women	30.2	25.0	20.2	15.6
Pacific U				
Men	28.1	23.0	18.3	—
Women	—	19.9	17.9	—
Portland St U				
Men	30.6	24.7	22.3	18.5
Women	27.6	23.9	19.9	17.0
Reed C				
Men	35.2	26.5	21.6	—
Women	35.5	25.5	21.3	—
Southern Oregon St C				
Men	27.9	23.8	19.7	—
Women	27.8	22.4	19.2	16.2
Southwestern Oregon CC				
Men	29.0	24.0	20.2	—
Women	—	23.6	19.0	—
U of Oregon				
Men	33.2	25.1	21.2	18.5
Women	30.4	24.2	20.2	15.9
U of Portland				
Men	28.6	24.4	20.4	—
Women	—	23.0	19.2	—
Warner Pacific C				
Men	23.3	19.3	16.4	—
Women	—	19.2	16.7	14.3
Western Baptist C				
Men	16.2	14.6	—	—
Women	—	—	—	—
Western Conservative Baptist Sem				
Men	24.9	20.9	—	—
Women	—	—	—	—
Western Evangelical Sem*				
Men	12.0	—	—	—
Women	—	—	—	—
Western Oregon St C				
Men	27.7	23.3	21.8	—
Women	25.4	22.1	19.1	—
Western States Chiropractic C				
Men	—	21.3	17.8	17.1
Women	—	—	17.0	—
Willamette U				
Men	32.8	25.8	20.8	—
Women	30.9	23.7	19.7	14.0

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Albright C				
Men	$32.0	$26.6	$22.1	—
Women	33.7	25.8	22.1	$19.4
Allegheny C				
Men	32.1	24.3	19.3	14.6
Women	—	24.5	18.1	15.3
Allentown C of Saint Francis DeSales				
Men	23.2	21.6	17.2	17.4
Women	—	—	16.0	15.9
Alvernia C				
Men	—	—	11.3	—
Women	—	—	—	14.6
Beaver C				
Men	30.6	23.6	18.8	—
Women	—	21.5	17.7	15.2
Bloomsburg State C				
Men	35.6	29.2	22.8	17.0
Women	44.0	28.4	21.5	17.6
Brandywine C of Widener U				
Men	—	18.9	16.9	—
Women	—	16.3	15.3	12.6
Bryn Mawr C				
Men	37.2	28.5	22.5	—
Women	34.9	28.6	22.9	—
Bucknell U*				
Men	38.9	30.2	23.1	—
Women	—	27.4	21.1	22.8
Bucks Co CC				
Men	28.8	26.3	18.8	—
Women	29.2	22.8	17.2	—
Butler Co CC				
Men	30.6	28.0	23.5	—
Women	26.7	25.1	20.9	18.4
Cabrini C				
Men	27.4	30.9	20.0	—
Women	—	19.6	20.6	—
California St C				
Men	35.5	29.3	24.1	—
Women	34.6	29.2	23.6	20.1
Carlow C				
Men	30.1	21.9	15.6	13.8
Women	26.4	21.8	18.0	14.8
Carnegie-Mellon U				
Men	44.9	30.7	26.9	23.3
Women	33.5	28.6	23.4	—
Cedar Crest C*				
Men	26.4	19.1	17.5	—
Women	28.1	19.9	16.9	16.9
Chestnut Hill C				
Men	—	23.9	14.7	—
Women	—	—	16.0	13.8
Cheyney St C				
Men	35.9	27.4	22.1	19.7
Women	35.9	28.5	24.4	19.8
Clarion St C				
Men	33.5	29.4	23.3	18.8
Women	35.7	28.7	22.9	19.1
Venango				
Men	—	29.6	24.1	—
Women	—	—	23.0	—
C Misericordia				
Men	—	$18.8	$17.5	—
Women	—	22.4	17.4	$14.5
CC of Allegheny Co				
Allegheny				
Men	$28.0	25.0	21.6	—
Women	26.0	23.5	19.5	—
Boyce				
Men	27.0	25.3	23.2	—
Women	27.1	24.5	19.0	13.7
North				
Men	20.8	20.9	18.9	—
Women	—	19.9	18.6	—
South				
Men	26.8	22.2	20.1	—
Women	25.4	23.3	20.9	—
CC of Beaver Co				
Men	—	23.8	21.1	19.6
Women	—	24.5	21.5	17.6
CC of Philadelphia				
Men	35.6	31.2	26.1	26.0
Women	32.7	30.5	25.2	19.2
Delaware Co CC				
Men	28.9	23.6	—	—
Women	27.5	24.4	21.5	—
Delaware Law Sch				
Men	38.8	37.9	31.2	—
Women	—	—	—	—
Del Valley C of Sci & Agr				
Men	27.8	23.8	21.3	18.0
Women	—	—	18.8	—
Dickinson C				
Men	34.1	26.7	20.6	18.3
Women	—	25.7	20.1	18.6
Dickinson School of Law				
Men	43.0	—	31.3	—
Women	—	—	—	—
Drexel U				
Men	40.7	29.6	24.2	20.1
Women	31.3	25.8	22.2	17.2
Dropsie U				
Men	—	19.6	—	—
Women	—	—	—	—
Duquesne U				
Men	31.7	25.1	20.4	18.8
Women	27.3	21.6	17.9	16.6
Eastern Baptist Theol Sem				
Men	26.6	—	—	—
Women	—	—	—	—
Eastern C				
Men	25.8	22.1	18.9	—
Women	25.0	—	16.0	—
East Stroudsburg St C				
Men	35.2	28.6	22.9	—
Women	35.3	27.9	23.4	—
Edinboro State C				
Men	35.3	29.1	24.4	—
Women	34.5	28.1	23.6	—
Elizabethtown C				
Men	29.6	25.7	22.3	—
Women	—	25.3	21.2	21.3
Evangelical Sch of Theol				
Men	—	—	18.0	—
Women	—	—	—	—
Franklin and Marshall C				
Men	38.2	28.9	20.3	18.1
Women	—	—	—	—
Gannon U				
Men	29.1	25.3	22.8	16.9
Women	—	—	20.7	—
Geneva C				
Men	26.2	22.9	18.1	15.5
Women	—	—	17.7	—
Gettysburg C				
Men	35.3	27.0	21.2	21.0
Women	33.0	—	20.3	20.9
Gratz C				
Men	—	19.9	—	—
Women	—	—	—	—
Gwynedd-Mercy C				
Men	—	18.4	16.6	16.3
Women	20.4	17.4	16.0	14.9
Harcum Junior C				
Men	—	14.3	—	—
Women	—	18.6	16.2	13.4
Harrisburg Area CC				
Men	[illegible]	24.6	19.8	18.0
Women	[illegible]	23.7	—	14.8
Haverford C				
Men	36.6	27.7	21.4	19.1
Women	—	27.7	21.6	17.8
Holy Family C				
Men	23.9	20.1	—	—
Women	—	21.5	—	15.9
Immaculata C				
Men	—	—	—	—
Women	27.9	26.4	—	—
Indiana U of Pennsylvania				
Men	35.4	28.5	22.6	11.5
Women	35.6	27.0	22.2	12.2
Juniata C				
Men	31.2	24.2	21.2	—
Women	—	24.2	19.7	—
Keystone JC*				
Men	—	20.7	—	15.9
Women	—	21.1	17.3	14.8
King's C				
Men	27.9	23.9	21.0	—
Women	—	—	20.2	—
Kutztown State C				
Men	35.2	29.2	25.1	19.7
Women	36.2	29.2	23.6	19.2
Lackawanna JC				
Men	—	14.1	12.6	10.6
Women	—	—	11.2	10.0
Lafayette C				
Men	40.5	30.6	24.7	21.7
Women	—	27.6	22.8	—
Lancaster Bible C				
Men	—	15.8	15.6	—
Women	—	—	—	—
Lancaster Theol Sem				
Men	12.9	—	—	—
Women	—	—	—	—
La Roche C				
Men	—	21.7	19.6	—
Women	—	22.3	18.9	—
La Salle C				
Men	35.8	29.2	24.1	20.1
Women	—	24.4	21.3	19.9
Lebanon Valley C				
Men	25.0	18.2	14.1	—
Women	26.1	16.6	17.2	—
Lehigh Co CC				
Men	28.7	23.8	22.4	—
Women	27.2	23.0	21.2	16.3
Lehigh U				
Men	$40.9	$31.5	$25.4	—
Women	—	24.5	21.8	$18.7
Lincoln U				
Men	27.9	23.2	19.2	15.8
Women	29.8	19.1	17.9	15.4
Lock Haven St C				
Men	35.7	29.4	23.8	18.0
Women	34.9	29.0	23.8	17.8
Lutheran Theol Sem				
Gettysburg				
Men	20.6	—	—	—
Women	—	—	—	—
Philadelphia				
Men	28.0	—	—	—
Women	—	—	—	—
Luzerne Co CC				
Men	25.1	22.5	20.5	15.1
Women	—	19.4	18.5	16.7
Lycoming C				
Men	29.0	23.2	19.9	16.3
Women	—	—	18.1	17.1
Mansfield State C				
Men	35.7	29.2	23.1	17.2
Women	34.6	29.2	22.9	16.8
Marywood C				
Men	24.6	23.4	20.5	18.3
Women	—	22.8	19.3	16.9
Mercyhurst C				
Men	24.6	21.4	20.2	16.9
Women	25.6	21.3	17.3	13.4
Messiah C				
Men	27.8	24.1	21.5	18.3
Women	—	—	21.7	—
Millersville St C				
Men	33.1	26.8	21.6	17.4
Women	32.9	26.8	21.6	17.4
Montgomery County CC				
Men	31.6	27.1	21.4	—
Women	27.5	26.3	21.4	18.2
Moore C of Art				
Men	20.2	19.0	—	—
Women	20.8	17.7	—	—
Moravian C				
Men	31.6	24.4	20.2	17.2
Women	27.1	23.8	19.5	—
Mount Aloysius JC				
Men	—	16.9	14.8	—
Women	—	17.6	18.6	14.3
Muhlenberg C				
Men	31.8	25.9	20.1	—
Women	30.5	22.8	16.7	15.4
Neumann C				
Men	—	21.0	—	15.8
Women	—	20.4	—	16.0
Northampton Co Area CC				
Men	25.8	22.6	20.0	—
Women	25.2	21.9	19.0	15.7
Peirce Junior C				
Men	22.9	20.4	17.9	15.9
Women	—	18.7	16.5	15.4
Pennsylvania C of Optometry				
Men	37.4	29.8	25.3	—
Women	—	—	25.9	—
Pennsylvania C of Podiatric Medicine				
Men	39.1	25.3	22.9	—
Women³	—	—	—	—
Pennsylvania St U				
Men	40.3	30.1	24.6	16.5
Women	36.3	27.4	22.4	16.0
Allentown				
Men	—	24.1	19.4	—
Women	—	—	—	—
Altoona				
Men	—	26.4	21.4	20.4
Women	—	—	20.2	16.6
Beaver				
Men	—	25.1	21.7	18.6
Women	—	—	—	—
Behrend C				
Men	—	27.3	22.0	19.0
Women	—	—	18.9	15.7
Berks				
Men	—	—	22.4	19.6
Women	—	—	20.5	16.6
Capitol				
Men	35.3	30.1	24.7	21.6
Women	—	28.2	22.3	—
Delaware				
Men	—	26.6	21.1	17.7
Women	—	—	20.0	15.8
Du Bois				
Men	—	—	21.6	19.0
Women	—	—	—	16.2
Fayette				
Men	—	26.6	22.5	21.3
Women	—	—	22.1	—
Hazleton				
Men	—	28.6	20.9	19.6
Women	—	—	18.8	—
McKeesport				
Men	—	26.2	22.4	19.2
Women	—	—	19.9	19.3
Mont Alto				
Men	—	26.4	20.3	16.7
Women	—	—	21.3	—
New Kensington				
Men	—	25.6	21.9	18.7
Women	—	—	20.0	—
Ogontz				
Men	30.8	27.5	21.4	18.4
Women	31.2	25.9	21.3	18.3
Radnor Center				
Men	—	35.3	—	—
Women	—	—	—	—
Schuylkill				
Men	—	29.8	23.6	19.0
Women	—	—	—	—
Shenango Valley				
Men	—	28.3	20.7	19.8
Women	—	—	—	17.6
Wilkes-Barre				
Men	—	25.4	21.3	16.8
Women	—	—	20.1	—
Worthington Scranton				
Men	—	26.8	22.5	18.5
Women	—	—	20.8	—
York				
Men	—	—	22.9	—
Women	—	—	—	15.8
Philadelphia C of Art				
Men	29.2	21.6	17.6	—
Women	28.1	22.5	16.7	—
Philadelphia C of the Bible				
Men	17.0	15.8	12.9	11.5
Women	—	—	12.2	—
Philadelphia C of Pharmacy & Sci				
Men	$34.9	$27.0	$22.9	$16.7
Women	33.2	—	23.0	—
Philadelphia C of Textiles and Sci				
Men	34.4	28.0	22.9	—
Women	—	26.4	22.9	—
Pittsburgh Theol Sem				
Men	33.2	—	—	—
Women	—	—	—	—
Point Park C				
Men	27.1	22.0	18.7	15.4
Women	25.0	21.4	15.9	14.0
Reading Area CC				
Men	23.4	—	—	—
Women	21.7	—	17.8	16.5
Robert Morris C				
Men	28.9	25.9	23.1	19.9
Women	—	24.4	22.4	18.9
Rosemont C				
Men	27.1	26.2	18.3	—
Women	28.5	22.8	16.7	—
Saint Francis C				
Men	24.6	22.5	17.9	—
Women	21.5	—	17.7	19.3
Saint Joseph's U				
Men	34.6	27.1	21.0	16.6
Women	—	28.2	21.4	16.4
Seton Hill C				
Men	—	21.2	16.5	15.2
Women	25.8	24.4	17.4	14.0
Shippensburg St C				
Men	35.4	29.2	23.9	18.9
Women	35.9	29.3	23.2	19.8
Slippery Rock St C				
Men	35.7	29.4	23.2	18.7
Women	35.8	29.0	23.9	18.8
Spring Garden C				
Men	27.9	21.1	17.5	18.9
Women	26.3	—	18.4	—
Susquehanna U				
Men	30.5	25.5	21.8	17.7
Women	32.1	—	20.6	19.5
Swarthmore C				
Men	41.5	31.9	23.7	20.6
Women	43.4	30.8	23.4	19.4
Temple U				
Men	37.2	27.9	22.9	17.2
Women	33.6	26.2	20.6	15.7
Thiel C				
Men	24.4	21.0	17.5	—
Women	23.6	—	17.3	—
Thomas Jefferson U				
Men	—	—	—	—
Women	—	27.9	21.1	17.3
United Wesleyan C				
Men	—	14.7	—	—
Women	—	—	—	—
U of Pennsylvania				
Men	48.8	34.5	28.5	—
Women	42.4	29.2	24.9	29.7
U of Pittsburgh				
Men	43.0	30.3	23.5	19.0
Women	35.9	28.9	22.5	15.9
Bradford				
Men	—	25.9	19.9	—
Women	—	25.4	21.2	16.0
Greensburg				
Men	—	22.9	19.0	—
Women	—	21.8	18.3	15.6
Johnstown				
Men	31.6	26.5	22.1	19.1
Women	—	24.8	19.8	13.6
Titusville				
Men	—	22.4	—	—
Women	—	—	—	—
U of Scranton				
Men	31.0	25.9	22.3	—
Women	—	25.2	20.0	—
Ursinus C				
Men	28.1	23.5	19.1	15.1
Women	—	22.5	18.3	—
Valley Forge Christian C				
Men	—	16.0	16.0	—
Women	—	—	—	—
Valley Forge Military JC				
Men	—	14.7	—	—
Women	—	—	—	—
Villa Maria C				
Men	—	—	17.1	—
Women	—	19.5	16.4	13.6
Villanova U				
Men	39.5	30.1	24.6	19.6
Women	28.8	29.1	22.4	17.3
Washington & Jefferson C				
Men	28.7	24.0	21.2	20.3
Women	—	—	18.3	—
Waynesburg C				
Men	22.8	19.2	17.3	15.6
Women	—	18.4	—	—
West Chester St C				
Men	35.7	29.5	23.5	19.1
Women	35.9	29.1	24.0	19.8
Westminster C				
Men	31.3	23.6	21.8	17.4
Women	—	24.3	20.4	—
Westminster Theol Sem				
Men	23.2	20.6	18.3	—
Women	—	—	—	—
Westmoreland Co CC				
Men	—	22.6	21.8	—
Women	—	21.7	21.3	—
Widener C of Widener U				
Men	36.1	26.6	20.4	18.8
Women	28.9	26.5	17.0	16.3
Wilkes C				
Men	28.0	23.3	19.2	14.0
Women	27.9	21.5	17.5	14.2
Williamsport Area CC				
Men	22.6	22.4	21.1	19.1
Women	—	22.3	20.8	18.1
Wilson C				
Men	24.8	19.8	17.6	—
Women	—	—	15.2	—
York C of Pennsylvania				
Men	34.3	27.8	23.8	19.7
Women	—	26.6	22.0	17.4

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Barrington C				
Men	$20.0	$17.8	$16.8	—
Women	20.7	—	15.5	—
Brown U				
Men	42.3	29.6	23.5	—
Women	39.5	28.8	21.0	—
Bryant C of Business Admin				
Men	$34.7	$30.9	$25.7	$24.3
Women	34.3	28.0	19.1	17.9
CC of Rhode Island				
Men	28.2	23.9	20.4	14.0
Women	27.6	23.7	21.2	13.0
New England Inst of Tech				
Men	—	—	18.5	17.9
Women	—	—	15.3	—
Providence C				
Men	35.3	29.2	24.2	20.8
Women	—	27.8	21.7	18.9
Rhode Island C				
Men	30.9	24.9	22.0	16.1
Women	30.9	24.9	21.0	16.2
Rhode Island School of Design				
Men	31.9	25.7	20.9	16.8
Women	—	24.4	18.9	—
Salve Regina-Newport C				
Men	27.4	22.7	18.0	15.0
Women	26.5	23.5	19.1	14.6
U of Rhode Island				
Men	34.5	27.7	23.8	—
Women	33.2	26.5	22.4	16.4

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Allen U				
Men	$10.7	$12.3	—	—
Women	—	—	$10.9	—
Baptist C at Charleston				
Men	21.5	18.3	15.6	—
Women	19.2	17.9	14.3	—
Benedict C				
Men	22.7	15.8	14.0	$12.6
Women	21.4	—	14.6	11.8
Central Wesleyan C				
Men	16.0	13.8	10.3	—
Women	—	13.7	—	—
Citadel Military C of South Carolina				
Men	30.8	25.3	20.5	—
Women	—	—	21.1	—
Claflin C				
Men	17.7	15.8	15.1	13.4
Women	18.2	17.8	14.6	13.7
Clemson U				
Men	36.6	22.9	28.0	19.1
Women	32.9	21.4	27.6	14.9
Coker C				
Men	24.0	19.1	16.2	—
Women	—	18.5	15.2	—
C of Charleston				
Men	28.5	24.6	20.5	—
Women	27.4	23.7	18.7	16.8
Columbia C				
Men	22.4	19.7	17.0	14.0
Women	22.3	17.0	16.9	15.5
Converse C				
Men	27.1	21.4	18.6	17.8
Women	—	20.8	18.6	15.6
Erskine C and Sem				
Men	22.5	19.6	17.1	—
Women	—	17.6	16.3	—
Francis Marion C				
Men	31.2	24.5	19.8	14.9
Women	—	22.7	18.8	14.6
Furman U				
Men	30.6	24.5	19.5	17.5
Women	29.7	23.9	18.1	14.6
Lander C				
Men	29.7	24.3	19.8	14.7
Women	—	24.0	20.3	14.8
Limestone C				
Men	22.2	19.2	—	—
Women	20.2	18.5	16.8	—
Lutheran Theol Southern Sem				
Men	21.6	18.7	—	—
Women	—	—	—	—
Medical U of South Carolina				
Men	40.2	30.6	23.7	16.9
Women	—	22.3	17.2	15.2
Morris C				
Men	—	16.1	13.0	13.2
Women	18.3	—	13.8	11.9
Newberry C				
Men	20.0	17.4	13.6	15.5
Women	—	17.8	15.6	—
North Greenville C				
Men	—	13.3	—	12.4
Women	—	—	—	12.6
Presbyterian C				
Men	27.6	21.0	20.0	—
Women	—	21.0	16.2	—
South Carolina State C				
Men	32.0	25.5	21.7	16.7
Women	32.3	26.2	20.4	16.4
U of South Carolina				
Aiken				
Men	28.5	22.8	17.9	—
Women	—	22.8	19.3	—
Beaufort				
Men	—	20.9	17.9	—
Women	—	—	—	—
Coastal Carolina				
Men	27.3	23.3	20.9	15.5
Women	—	22.2	19.8	17.3
Columbia				
Men	37.5	27.9	22.3	18.0
Women	34.2	26.3	20.5	16.5
Lancaster				
Men	—	21.8	18.7	—
Women	—	21.1	18.0	—
Salkehatchie				
Men	—	20.6	17.1	—
Women	—	—	—	—
Spartanburg				
Men	29.1	23.6	20.4	16.5
Women	—	22.0	18.6	16.8
Sumter				
Men	—	21.3	18.3	—
Women	—	—	18.2	16.8
Union				
Men	—	21.3	18.6	—
Women	—	—	—	—
Voorhees C				
Men	21.5	18.0	15.5	—
Women	—	—	15.0	13.0
Winthrop C				
Men	32.6	26.7	21.7	15.7
Women	31.1	26.2	22.1	15.2
Wofford C				
Men	30.6	24.2	19.3	18.5
Women	—	21.1	—	15.9

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C				
Men	$25.1	$21.7	$19.5	$18.2
Women	—	20.4	18.3	14.2

SOUTH DAKOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Black Hills St C				
Men	$26.1	$21.4	$19.3	—
Women	23.7	—	18.1	$15.6
Dakota State C				
Men	24.8	19.3	18.6	16.0
Women	—	—	17.8	16.1
Dakota Wesleyan U				
Men	21.3	20.0	17.5	—
Women	—	—	16.7	9.3
Freeman Junior C				
Men	—	—	—	12.0
Women	—	—	—	11.0
Huron C				
Men	16.8	16.1	14.8	13.0
Women	—	—	15.7	—
Mount Marty C				
Men	20.9	—	16.4	—
Women	—	—	15.1	[illegible]
Northern State C				
Men	26.7	23.3	20.7	18.0
Women	—	—	20.7	17.0
Sioux Falls C				
Men	21.8	19.8	19.0	—
Women	—	—	18.9	—
South Dakota Sch Mines & Tech				
Men	29.8	24.5	22.1	17.0
Women	—	—	19.7	—
South Dakota St U				
Men	27.6	22.7	19.6	17.6
Women	27.1	23.1	18.5	17.0
U of South Dakota				
Men	29.6	23.8	20.5	15.8
Women	26.1	21.5	19.0	14.7
Springfield				
Men	25.3	22.4	20.3	17.7
Women	—	—	17.9	—
Yankton C				
Men	19.7	18.4	14.4	17.3
Women	—	—	14.9	—

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
American Baptist C of A.B.T. Sem				
Men	—	—	—	—
Women	—	$12.5	—	—
Austin Peay St U				
Men	$28.2	22.6	$19.1	$15.3
Women	26.6	21.9	18.0	15.0
Belmont C				
Men	26.0	22.3	19.6	—
Women	24.1	19.6	18.0	16.4
Bethel C				
Men	20.1	17.4	—	14.5
Women	—	—	—	14.2
Bryan C*				
Men	23.1	19.4	17.6	—
Women	—	—	16.7	—
Carson-Newman C				
Men	23.8	20.8	18.6	18.6
Women	—	21.0	17.1	—
Chattanooga St Tech C				
Men	—	23.6	22.1	20.8
Women	—	23.2	20.7	20.1
Christian Brothers C				
Men	28.4	23.1	20.9	—
Women	—	19.3	17.3	—
Church of God Sch of Theol				
Men	—	—	—	12.0
Women	—	—	—	—
Cleveland St CC				
Men	22.6	20.6	18.0	14.6
Women	—	20.5	17.8	15.1
Columbia St CC				
Men	—	22.7	20.6	18.2
Women	—	22.8	21.6	15.8
Covenant C				
Men	25.5	22.2	18.5	—
Women	—	—	—	—
David Lipscomb C				
Men	25.3	21.2	18.0	16.0
Women	25.1	—	18.3	14.0
Dyersburg St CC				
Men	—	20.0	18.8	15.8
Women	—	20.3	19.1	15.2
East Tennessee St U				
Men	30.7	25.2	21.2	17.1
Women	29.1	24.8	19.8	16.0
Emmanuel Sch of Religion				
Men	24.2	—	—	—
Women	—	—	—	—
Fisk U				
Men	24.7	19.6	15.9	12.8
Women	23.6	17.7	15.6	—
Harding Graduate Sch of Religion				
Men	23.2	—	—	—
Women	—	—	—	—
Jackson St CC				
Men	—	20.9	18.7	16.4
Women	—	20.4	18.2	15.8
Johnson Bible C				
Men	15.0	14.1	14.0	—
Women	—	—	—	—
King C				
Men	23.2	18.8	16.7	—
Women	—	—	16.9	—
Lambuth C				
Men	21.3	19.1	17.2	—
Women	—	16.4	14.6	—
Lane C				
Men	15.9	15.7	13.8	12.8
Women	17.0	—	14.3	12.4
Lee C				
Men	24.6	22.1	18.4	16.0
Women	—	19.5	19.5	16.2
Lincoln Memorial U				
Men	20.0	16.7	13.1	12.6
Women	—	17.0	15.3	12.9
Martin C				
Men	19.9	16.5	—	—
Women	—	—	—	—
Maryville C				
Men	21.3	17.8	15.2	13.8
Women	21.7	16.5	14.8	—
Meharry Medical C				
Men	36.1	29.8	28.6	18.2
Women	—	26.0	21.2	16.7
Memphis Academy of the Arts				
Men	19.8	18.4	—	—
Women	—	—	—	—
Memphis State U				
Men	31.9	25.6	20.2	15.0
Women	30.0	23.6	20.1	14.8
Middle Tennessee St U				
Men	30.0	25.3	21.0	17.1
Women	29.1	24.2	20.1	16.1

TENNESSEE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Motlow St CC				
Men	$23.0	$21.2	$20.6	$17.3
Women	—	—	20.2	17.4
Nashville St Tech Inst				
Men	24.5	21.5	17.7	15.7
Women	—	17.7	18.0	15.8
Roane St CC				
Men	—	22.5	19.2	17.9
Women	—	21.5	18.4	15.8
Scarritt C				
Men	33.3	—	—	—
Women	—	—	—	—
Shelby St CC				
Men	23.4	19.6	16.3	15.2
Women	—	20.2	16.2	14.6
Southern C of Optometry				
Men	—	31.2	32.5	24.9
Women	—	—	—	—
Southern C of Seventh-Day Adventists				
Men	18.0	17.4	16.1	—
Women	—	17.3	16.5	14.3
Southwestern at Memphis				
Men	30.0	25.3	20.0	—
Women	—	25.4	17.7	—
State Tech Inst at Knoxville				
Men	—	20.7	17.5	16.2
Women	—	—	14.4	14.9
State Tech Inst at Memphis				
Men	23.0	20.0	17.6	15.3
Women	23.1	20.8	18.3	14.8
Tennessee St U				
Men	30.5	24.8	21.0	15.5
Women	28.6	22.3	19.4	15.8
Tennessee Tech U				
Men	31.3	24.8	21.8	16.8
Women	28.1	24.3	20.1	16.0
Tennessee Wesleyan C				
Men	15.9	—	12.0	14.0
Women	—	13.9	—	—
Trevecca Nazarene C				
Men	21.7	19.0	17.4	15.3
Women	—	19.1	16.8	—
Tri-Cities St Tech Inst				
Men	—	—	17.3	14.7
Women	—	—	16.2	14.6
Tusculum C				
Men	16.9	—	15.3	12.3
Women	—	—	14.9	—
Union U				
Men	24.2	21.1	18.9	17.0
Women	—	17.8	18.3	15.4
U of Tennessee				
Center for Health Sci				
Men	35.3	29.8	27.6	18.0
Women	30.7	24.5	20.8	16.0
Chattanooga				
Men	29.9	25.5	20.5	15.3
Women	—	25.2	18.8	14.5
Knoxville				
Men	34.2	26.6	22.6	15.5
Women	32.0	25.6	20.8	16.1
Martin				
Men	26.8	23.5	20.9	15.1
Women	26.3	23.1	18.7	14.6
U of the South				
Men	30.7	24.1	20.5	18.8
Women	—	—	—	—
Vanderbilt U				
Men	40.6	29.1	23.2	23.4
Women	34.9	27.2	21.2	17.9
Volunteer St CC				
Men	25.4	21.8	19.6	—
Women	25.6	21.3	20.7	16.4
Walters St CC				
Men	25.3	21.4	19.6	23.1
Women	—	21.4	19.2	16.8

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U				
Men	$28.1	$24.0	$22.1	$15.8
Women	28.1	22.0	20.0	16.9
Amarillo C				
Men	27.2	25.7	21.7	21.1
Women	28.0	26.6	24.5	20.0
American Tech U				
Men	—	—	19.7	—
Women	—	—	—	—
Angelo State U				
Men	33.4	29.3	26.6	18.9
Women	32.1	29.1	24.1	18.4
Austin C				
Men	29.0	23.6	18.9	—
Women	—	21.0	18.3	—
Baylor C of Dentistry				
Men	44.7	34.5	28.4	—
Women	—	31.2	22.4	17.8
Baylor U				
Men	37.6	28.8	24.7	19.2
Women	35.8	25.7	22.8	20.5
Bishop C				
Men	19.4	18.3	17.2	—
Women	—	19.3	16.4	15.3
Concordia Lutheran C				
Men	20.1	18.8	16.8	—
Women	—	—	—	—
Corpus Christi St U				
Men	34.2	26.9	22.6	—
Women	—	25.1	19.8	—
Dallas Baptist C				
Men	24.4	21.8	19.9	20.5
Women	25.1	—	19.9	20.5
Dallas Christian C				
Men	16.9	9.9	—	—
Women	—	—	—	—
Del Mar C				
Men	33.9	29.3	25.9	22.1
Women	34.7	28.8	25.7	22.2
East Texas Baptist C				
Men	25.4	19.9	18.4	15.6
Women	25.2	20.1	17.6	—
East Texas St U				
Men	33.6	27.8	24.0	19.4
Women	32.2	27.7	21.0	20.0
Texarkana				
Men	33.8	28.2	—	—
Women	—	24.7	21.9	—
Episcopal Theol Sem of the Southwest				
Men	22.9	—	—	—
Women	—	—	—	—
Gulf Coast Bible C				
Men	20.8	—	—	17.5
Women	—	—	—	14.4
Hardin-Simmons U				
Men	25.3	21.4	19.4	15.9
Women	24.0	20.7	17.6	14.8

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Houston Baptist U				
Men	$26.9	$25.0	$22.8	$19.8
Women	25.0	23.7	22.0	19.8
Howard Payne U				
Men	18.8	18.2	17.3	15.9
Women	18.4	16.4	15.9	15.5
Huston-Tillotson C				
Men	23.5	—	16.0	13.3
Women	23.1	19.5	—	14.8
Incarnate Word C				
Men	24.9	21.6	19.0	—
Women	28.5	22.3	18.2	14.9
Jarvis Christian C				
Men	21.8	19.2	16.6	14.3
Women	24.4	19.8	—	15.6
Lamar U				
Men	33.6	27.4	23.4	18.4
Women	32.9	26.1	20.6	17.4
Laredo St U				
Men	30.3	27.7	22.7	—
Women	—	—	21.7	—
Le Tourneau C				
Men	20.4	19.4	18.7	15.5
Women	—	—	18.7	—
Lubbock Christian C				
Men	21.0	19.5	—	
Women	—	18.6	16.6	—
McMurry C				
Men	24.8	20.8	19.7	—
Women	21.1	—	16.8	16.5
Midwestern St U				
Men	34.0	27.1	23.8	19.3
Women	—	27.1	20.3	16.9
North Texas St U				
Men	35.4	29.0	24.9	20.1
Women	34.2	27.8	23.6	21.6
Oblate Sch of Theol				
Men	—	23.0	—	—
Women	—	—	—	—
Odessa C				
Men	33.5	27.3	25.3	22.7
Women	34.0	25.7	24.4	20.9
Our Lady of the Lake U of San Antonio				
Men	24.3	20.5	17.7	—
Women	22.4	21.7	16.7	13.7
Pan American U				
Men	34.4	28.9	23.6	19.7
Women	34.4	27.6	22.9	19.2
Paul Quinn C				
Men	15.6	15.3	—	11.5
Women	—	13.1	12.7	—
Prairie View A & M U				
Men	31.8	26.4	22.9	20.0
Women	34.2	24.8	21.6	19.8
Rice U				
Men	41.7	32.6	26.9	19.9
Women	38.5	29.6	22.6	—
Saint Edward's U				
Men	26.1	21.5	17.6	15.0
Women	—	21.0	17.6	15.9
Saint Mary's U of San Antonio				
Men	33.2	22.7	21.0	—
Women	21.4	19.9	18.6	16.7
Saint Philip's C				
Men	—	27.2	22.7	19.9
Women	32.3	25.8	23.6	18.3
Sam Houston St U				
Men	33.8	28.9	24.6	19.0
Women	33.3	28.7	24.0	17.8
San Antonio C				
Men	30.9	27.3	24.2	19.9
Women	31.3	26.8	23.6	19.0
Schreiner C				
Men	22.2	—	16.2	—
Women	—	—		12.5
Southern Bible C				
Men	—	13.8	—	—
Women	—	—	—	—
Southern Methodist U				
Men	41.7	29.7	24.3	17.2
Women	38.3	27.4	21.9	16.2
South Plains C				
Men	27.9	26.5	24.1	20.7
Women	26.7	26.5	24.1	20.1
South Texas C of Law				
Men	46.0	32.7	—	—
Women	—	—	30.0	—
Southwestern Adventist C				
Men	18.3	17.4	16.3	—
Women	18.2	17.4	16.0	—
Southwestern Assemblies of God C				
Men	—	—	17.4	15.3
Women	—	—		—
Southwestern Christian C				
Men	—	—	15.6	13.2
Women	—	—	14.0	13.0
Southwestern Texas St U				
Men	34.3	29.9	23.4	18.5
Women	33.6	27.6	22.2	18.1
Southwestern U				
Men	31.2	24.9	21.3	—
Women	—	25.6	—	
Stephen F Austin St U				
Men	33.0	27.2	22.4	18.9
Women	34.5	26.7	22.1	17.8
Sul Ross St U				
Men	31.7	26.9	21.3	17.4
Women	—	—	19.7	16.7
Tarleton State U				
Men	31.2	26.1	22.2	18.1
Women	30.1	—	22.5	18.4
Tarrant County JC				
Men	28.7	27.6	25.5	22.6
Women	25.0	25.5	23.9	21.9
Texarkana CC				
Men	25.5	22.3	20.9	21.0
Women	24.2	22.7	21.5	20.3
Texas A & I U				
Men	33.0	28.0	22.8	17.9
Women	29.8	25.1	21.4	17.3
Texas A & M U				
Men	42.8	34.0	27.5	21.5
Women	38.7	30.5	25.0	21.0
Galveston				
Men	—	26.0	23.0	—
Women	—	—	—	—
Texas Christian U				
Men	35.9	26.8	22.9	—
Women	32.8	23.8	21.2	18.8
Texas C				
Men	17.0	17.0	12.9	11.7
Women	10.9	15.1	—	11.2
Texas C of Osteopathic Med				
Men	47.9	45.3	37.5	18.2
Women	—	36.3	37.3	—

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Texas Lutheran C				
Men	$26.0	$22.3	$20.7	$18.2
Women	—	20.6	18.3	—
Texas Southern U				
Men	31.9	26.9	21.4	17.9
Women	29.0	25.9	20.5	17.3
Texas Tech U				
Men	38.2	29.4	23.8	16.9
Women	30.1	26.4	22.6	16.7
Texas Wesleyan U				
Men	25.8	23.6	22.1	—
Women	25.5	22.6	19.1	17.5
Texas Woman's U				
Men	36.5	30.6	22.5	—
Women	35.2	28.3	23.4	19.9
Trinity U				
Men	37.7	29.4	23.8	21.1
Women	32.0	27.8	21.3	19.1
U of Dallas				
Men	29.4	26.7	20.4	—
Women	—	23.6	19.9	—
U of Houston				
Central Campus				
Men	41.5	30.8	25.7	20.8
Women	40.0	26.6	23.9	20.2
Clear Lake City				
Men	36.1	29.2	25.5	23.4
Women	31.9	27.3	22.6	23.5
Downtown C				
Men	39.0	28.8	23.2	21.5
Women	—	27.1	21.9	20.4
Victoria				
Men	29.6	28.7	20.2	—
Women	—	25.6	19.4	—
U of Mary Hardin-Baylor				
Men	22.5	19.9	16.9	—
Women	22.7	19.7	16.5	14.3
U of Saint Thomas				
Men	21.7	19.9	17.9	—
Women	25.0	18.5	19.9	16.7
U of Texas				
Arlington				
Men	37.6	28.9	23.4	16.5
Women	32.1	27.5	22.6	17.1
Austin				
Men	42.3	30.0	25.1	17.8
Women	39.4	28.6	23.5	17.7
Dallas				
Men	40.0	29.7	23.2	18.4
Women	—	29.1	22.1	23.9
Med Branch at Galveston				
Men	—	—	—	—
Women	44.7	28.2	22.5	19.4
Permian Basin				
Men	32.4	26.6	20.5	—
Women	—	25.3	22.3	—
San Antonio				
Men	36.0	28.9	22.8	21.6
Women	36.1	29.4	20.7	—
Tyler				
Men	32.0	23.3	21.4	20.0
Women	27.3	28.7	20.9	17.8
U Texas Health Sci Cen				
Dallas				
Men	—	30.8	26.2	19.8
Women	—	28.3	23.8	19.5
El Paso				
Men	35.0	29.5	23.9	18.1
Women	34.6	29.5	22.9	19.4
Houston				
Men	46.1	33.8	27.2	22.9
Women	39.4	30.0	25.3	19.2
San Antonio				
Men	49.6	37.8	32.8	—
Women	—	32.2	25.7	19.0
Western Texas C				
Men	28.4	24.5	20.7	21.3
Women	—	—	20.0	17.6
West Texas St U				
Men	32.5	26.8	22.5	18.5
Women	—	26.9	22.0	18.2
Wiley C				
Men	18.2	15.4	—	12.8
Women	—	14.2	14.2	11.7

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
Dixie C				
Men	[illegible]	$25.3	$22.5	$17.7
Women	—	—	20.7	15.6
Snow C				
Men	27.9	25.2	20.5	17.4
Women	—	—	20.8	16.2
Southern Utah St C				
Men	28.1	23.2	19.9	18.7
Women	—	22.3	18.8	16.2
U of Utah				
Men	38.4	28.1	23.2	20.7
Women	34.8	26.1	21.0	17.7
Utah State U				
Men	33.5	26.7	22.6	19.7
Women	—	23.9	20.4	16.8
Weber State C				
Men	30.7	25.8	23.1	18.4
Women	28.8	24.7	20.8	16.7
Westminster C				
Men	19.8	14.4	17.6	—
Women	20.0	13.9	13.3	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Castleton St C				
Men	$25.9	$22.7	$20.2	$17.9
Women	—	22.7	20.7	18.8
Champlain C				
Men	23.7	20.9	18.0	15.2
Women	24.3	21.8	21.2	—
Green Mountain C				
Men	20.0	18.9	16.5	—
Women	—	19.2	16.4	14.5
Johnson State C				
Men	26.2	22.2	20.3	18.6
Women	27.3	—	21.8	—
Lyndon State C				
Men	25.3	22.4	19.6	18.5
Women	—	—	20.1	—
Middlebury C				
Men	37.5	28.8	21.5	19.6
Women	—	25.1	20.4	18.7
Norwich U*				
Men	29.6	24.4	20.5	—
Women	—	21.6	19.4	—
Saint Michael's C				
Men	28.0	22.5	18.4	16.8
Women	25.7	21.5	17.3	—
Trinity C				
Men	—	[illegible]	16.4	—
Women	—	[illegible]	17.6	[illegible]

VERMONT—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Vermont				
Men	$34.9	$27.2	$22.5	$18.3
Women	34.4	25.3	20.5	—
Vermont C*				
Men	29.6	24.4	20.5	—
Women	—	21.6	19.4	—
Vermont Tech C				
Men	25.9	22.9	20.2	18.3
Women	—	—	21.1	17.4

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C				
Men	$24.4	$19.7	$18.2	—
Women	20.3	18.6	16.0	$13.3
Bluefield C				
Men	19.0	16.4	14.6	13.3
Women	—	—	—	—
Bridgewater C				
Men	24.9	20.3	18.1	13.4
Women	—	—	17.2	—
Christopher Newport C				
Men	27.7	22.9	21.3	19.0
Women	27.6	22.6	20.4	—
C of William and Mary				
Men	33.3	27.3	21.3	15.1
Women	30.6	24.7	21.7	18.1
Richard Bland C				
Men	27.9	23.3	18.2	—
Women	—	22.1	19.5	—
Eastern Mennonite C & Sem				
Men	21.3	18.9	17.2	16.0
Women	—	—	16.6	15.1
Emory and Henry C				
Men	24.0	20.6	18.9	17.6
Women	—	20.6	—	—
Ferrum C				
Men	25.5	22.2	20.2	—
Women	—	22.2	19.4	—
George Mason U				
Men	35.3	27.5	22.8	21.1
Women	32.0	27.1	21.4	18.7
Hampden-Sydney C				
Men	28.8	22.9	19.3	—
Women	—	—	—	—
Hampton Institute				
Men	25.4	20.2	17.4	13.5
Women	26.1	20.3	16.6	14.3
Hollins C				
Men	34.3	27.2	20.1	—
Women	31.9	26.1	20.5	—
James Madison U				
Men	30.3	25.2	21.6	17.3
Women	29.6	23.7	20.3	16.5
Liberty Baptist C				
Men	24.5	22.4	19.2	16.6
Women	24.3	22.4	18.5	14.9
Longwood C				
Men	[illegible]	24.5	19.4	14.6
Women	[illegible]	24.3	21.1	15.8
Lynchburg C				
Men	[illegible]	22.6	20.2	—
Women	[illegible]	21.1	17.9	—
Mary Baldwin C				
Men	28.9	23.0	19.3	17.7
Women	23.7	20.3	18.5	17.5
Marymount C of Virginia				
Men	32.7	21.3	17.6	—
Women	31.2	20.2	18.3	15.4
Mary Washington C				
Men	27.4	23.7	19.1	17.4
Women	26.5	24.0	19.0	—
Norfolk State U				
Men	30.3	26.0	22.1	18.1
Women	29.9	24.7	20.1	15.7
Old Dominion U				
Men	35.8	27.2	22.9	18.2
Women	30.9	24.8	20.9	15.5
Protestant Episcopal Theol Sem of Virginia				
Men	21.4	—	—	—
Women	—	—	—	—
Radford U				
Men	30.6	25.0	20.9	17.4
Women	29.9	23.6	20.3	18.1
Randolph-Macon C				
Men	27.4	22.7	18.4	—
Women	—	—	20.2	12.3
Randolph-Macon Woman's C				
Men	29.4	22.5	18.9	—
Women	28.2	23.7	19.5	—
Roanoke C				
Men	30.7	23.7	20.6	—
Women	29.1	22.9	18.5	—
Saint Paul's C				
Men	—	18.9	—	13.9
Women	—	—	14.8	14.1
Shenandoah C				
Consv of Music				
Men	—	19.6	17.3	14.6
Women	—	19.1	18.2	13.1
Sweet Briar C				
Men	30.9	24.0	19.7	—
Women	30.8	24.2	18.7	—
U of Richmond				
Men	36.4	28.3	22.0	17.5
Women	34.4	28.3	19.6	15.6
U of Virginia				
Men	45.1	30.9	23.1	—
Women	40.8	29.3	21.4	17.0
Clinch Valley C				
Men	27.6	21.5	19.0	—
Women	—	22.5	18.7	—
Virginia Commonwealth U				
Men	34.3	28.6	24.7	18.2
Women	33.0	26.2	21.9	17.7
Virginia Military Inst				
Men	31.3	26.7	22.2	18.8
Women	—	—	—	—
Virginia Poly Inst and St U				
Men	40.9	30.5	24.7	19.3
Women	36.4	29.6	22.8	17.1
Virginia St CC System				
Blue Ridge CC				
Men	27.9	24.1	21.2	17.8
Women	—	29.7	18.1	16.1
Central Virginia CC				
Men	25.9	23.7	20.4	—
Women	—	24.0	20.4	18.0
Dabney S Lancaster CC				
Men	—	23.0	20.1	—
Women	—	—	19.5	—
Danville CC				
Men	26.0	22.6	19.9	17.6
Women	—	21.4	18.5	15.8

Continued on Following Page

FACT-FILE

VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Virginia St CC System—Continued				
Eastern Shore CC				
Men	—	$22.5	—	—
Women	—	—	—	—
Germanna CC				
Men	—	23.7	$20.4	—
Women	—	—	19.3	—
John Tyler CC				
Men	$25.1	23.8	19.6	$16.7
Women	—	21.4	19.1	15.8
J Sargeant Reynolds CC				
Men	25.6	22.9	20.2	16.7
Women	23.7	22.3	19.4	16.6
Lord Fairfax CC				
Men	24.3	21.9	18.6	15.7
Women	—	20.3	19.9	—
Mountain Empire CC				
Men	—	20.9	19.1	16.5
Women	—	—	17.1	16.0
New River CC				
Men	26.1	23.4	18.8	15.9
Women	24.7	22.6	19.8	16.1
Northern Virginia CC				
Men	27.6	24.5	21.3	18.0
Women	27.0	24.5	20.7	17.2
Patrick Henry CC				
Men	—	24.0	19.9	16.3
Women	—	21.6	20.2	15.1
Paul D Camp CC				
Men	—	23.0	19.6	18.2
Women	—	20.0	18.0	16.5
Piedmont Virginia CC				
Men	25.2	21.9	18.8	16.8
Women	—	20.3	18.6	15.4
Rappahannock CC				
Men	—	20.7	20.0	17.1
Women	—	—	—	15.8
Southside Virginia CC				
Men	—	20.6	19.0	15.5
Women	—	22.0	19.7	—
Southwest Virginia CC				
Men	24.0	22.8	20.3	16.8
Women	24.7	—	20.6	18.0
Thomas Nelson CC				
Men	26.4	23.0	20.4	17.6
Women	26.0	21.8	19.5	16.1
Tidewater CC				
Men	25.8	22.9	19.8	17.2
Women	24.3	22.5	19.8	16.9
Virginia Highlands CC				
Men	—	22.7	20.0	17.5
Women	—	22.8	19.8	14.8
Virginia State U				
Men	28.8	24.1	21.1	18.4
Women	27.0	25.9	19.9	17.8
Virginia Wesleyan C				
Men	27.2	23.6	19.7	16.3
Women	—	23.0	17.3	16.9
Virginia Western CC				
Men	27.0	24.0	20.2	16.8
Women	25.9	23.0	19.5	17.4
Washington and Lee U				
Men	34.3	25.0	21.3	15.5
Women	—	—	—	—
Wytheville CC				
Men	26.0	22.9	18.8	17.0
Women	—	22.3	19.8	—

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Central Washington U				
Men	$30.1	$25.3	$21.8	$17.6
Women	28.4	23.9	21.1	—
Eastern Washington U				
Men	29.8	26.0	21.0	—
Women	28.5	24.8	20.9	—
Gonzaga U				
Men	34.3	26.2	19.7	16.2
Women	—	25.9	20.3	16.6
Heritage C				
Men	—	—	18.5	—
Women	—	—	14.6	—
Northwest C of the Assemblies of God				
Men	—	20.5	19.1	—
Women	—	—	—	—

WASHINGTON—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Pacific Lutheran U				
Men	$31.4	$25.3	$21.4	—
Women	30.7	23.8	20.1	$18.2
Puget Sound C of the Bible				
Men	22.5	—	—	—
Women	—	—	—	—
Saint Martin's C				
Men	23.7	19.5	17.1	—
Women	—	—	—	—
Seattle Pacific U				
Men	29.2	24.8	22.9	17.7
Women	—	24.6	21.2	17.8
Seattle U				
Men	30.8	25.3	21.1	20.4
Women	28.7	23.6	20.1	17.2
Shoreline CC				
Men	25.8	—	—	—
Women	22.9	—	—	—
U of Puget Sound				
Men	32.2	26.2	21.4	—
Women	30.8	24.9	21.1	16.7
U of Washington				
Men	38.0	26.9	23.0	—
Women	34.0	25.6	21.3	—
Walla Walla C				
Men	20.9	19.9	19.1	17.1
Women	21.0	19.9	19.1	17.5
Washington St U				
Men	33.8	25.9	22.6	—
Women	32.7	25.8	21.0	16.5
Western Washington U				
Men	31.0	25.7	21.4	—
Women	30.5	26.0	20.3	—
Whitman C				
Men	34.2	27.8	23.0	—
Women	—	24.6	22.0	—
Whitworth C				
Men	28.6	23.5	19.5	—
Women	—	23.9	18.7	—

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson Broaddus C				
Men	$23.9	$19.9	$16.8	$15.3
Women	—	21.5	17.2	14.3
Appalachian Bible C				
Men	—	11.2	—	—
Women	—	—	—	—
Beckley C				
Men	17.9	—	—	—
Women	16.2	—	—	—
Bethany C				
Men	26.1	21.1	17.8	16.3
Women	—	21.4	16.5	—
Bluefield St C				
Men	23.9	21.8	18.6	16.6
Women	22.3	19.4	17.5	14.2
Concord C				
Men	25.5	21.5	18.1	14.7
Women	24.3	20.0	17.4	—
Davis & Elkins C				
Men	20.8	18.1	16.0	14.7
Women	22.5	—	16.9	14.3
Fairmont St C				
Men	26.1	22.4	19.6	17.1
Women	27.1	20.8	19.4	15.9
Glenville St C				
Men	25.0	20.6	19.2	16.3
Women	—	21.6	17.7	16.4
Marshall U				
Men	27.9	23.4	20.1	16.6
Women	27.5	21.8	19.4	14.9
Ohio Valley C				
Men	—	—	16.5	12.6
Women	—	—	—	—
Parkersburg CC				
Men	23.3	20.8	17.7	16.7
Women	—	19.4	17.0	13.7
Potomac St C				
Men	23.6	19.7	16.8	15.7
Women	22.4	—	—	—
Salem C				
Men	19.4	18.4	14.8	14.6
Women	—	—	15.5	14.0

WEST VIRGINIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Shepherd C				
Men	$27.2	$23.0	$20.4	$16.6
Women	28.0	22.8	20.0	17.4
Southern West Virginia CC				
Men	—	20.2	18.4	15.5
Women	—	—	17.2	14.1
U of Charleston				
Men	20.4	21.8	17.9	15.6
Women	—	21.1	16.1	—
West Liberty St C				
Men	26.0	21.6	18.8	16.9
Women	23.9	20.8	18.4	15.9
West Virginia C of Grad Studies				
Men	30.9	25.2	—	—
Women	—	23.5	18.9	—
West Virginia Inst of Tech				
Men	26.9	22.8	20.9	17.2
Women	23.9	19.9	17.5	16.1
West Virginia Northern CC				
Men	22.6	20.1	17.1	14.4
Women	—	18.6	16.6	14.5
West Virginia St C				
Men	26.2	21.9	19.3	16.6
Women	25.7	21.5	18.6	15.9
West Virginia U				
Men	31.9	26.2	21.3	17.0
Women	28.4	23.5	19.3	16.2
West Virginia Wesleyan C				
Men	24.3	20.9	19.5	—
Women	24.3	20.6	17.7	16.0
Wheeling C				
Men	26.5	20.9	18.7	15.1
Women	—	—	17.3	—

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C				
Men	—	—	$18.4	—
Women	$25.2	$21.4	17.3	$16.0
Beloit C				
Men	27.4	22.8	20.7	—
Women	—	—	18.0	—
Cardinal Stritch C				
Men	—	16.5	16.6	—
Women	16.9	15.9	15.3	13.6
Carroll C				
Men	28.6	23.9	21.5	—
Women	—	22.1	19.4	—
Carthage C				
Men	25.9	20.1	18.5	15.3
Women	25.9	20.5	18.2	—
Concordia C				
Men	17.6	16.5	14.7	—
Women	—	—	13.8	—
Edgewood C				
Men	—	17.5	16.5	—
Women	—	19.6	16.7	14.5
Inst of Paper Chemistry				
Men	39.2	34.1	27.0	—
Women	—	—	—	—
Lakeland C				
Men	22.9	—	19.3	15.3
Women	—	—	14.5	—
Lawrence U				
Men	35.0	28.5	22.1	—
Women	30.5	27.5	20.5	—
Marian C of Fond du Lac				
Men	—	21.3	16.7	—
Women	—	—	17.6	13.6
Marquette U				
Men	38.3	30.5	24.2	17.6
Women	33.9	26.6	22.4	18.3
Milwaukee Sch of Engineering				
Men	28.5	24.5	22.1	21.1
Women	—	19.1	17.3	—
Mount Mary C				
Men	—	21.2	17.8	—
Women	—	21.9	16.3	—
Mount Senario C				
Men	22.0	16.7	15.3	—
Women	—	—	14.1	—
Northland C				
Men	20.4	17.2	14.7	14.1
Women	—	16.3	—	12.0

WISCONSIN—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Northwestern C				
Men	$13.2	—	—	—
Women	—	—	—	—
Ripon C				
Men	32.1	$24.7	$20.1	$18.5
Women	—	—	19.1	—
Sacred Heart Sch Theol				
Men	—	18.0	13.1	—
Women	—	—	—	—
Saint Norbert C				
Men	31.5	26.1	19.5	—
Women	—	24.0	20.2	—
Silver Lake C				
Men	—	—	15.8	—
Women	—	—	—	—
U of Wisconsin				
Center System				
Men	28.9	24.5	21.0	16.9
Women	28.0	23.9	20.4	17.3
Eau Claire				
Men	33.4	26.3	23.0	20.9
Women	32.3	26.4	22.7	18.2
Green Bay				
Men	33.8	26.3	20.4	19.9
Women	29.6	26.3	19.8	—
La Crosse				
Men	33.2	27.2	25.6	21.6
Women	31.0	27.6	27.0	23.4
Madison				
Men	38.3	27.5	24.3	—
Women	33.7	26.9	22.4	24.6
Milwaukee				
Men	38.5	28.2	24.2	21.1
Women	36.7	27.3	22.1	19.1
Oshkosh				
Men	33.0	27.9	24.3	22.0
Women	32.6	27.1	22.9	19.1
Parkside				
Men	35.7	27.3	20.9	—
Women	—	26.3	21.5	—
Platteville				
Men	31.5	27.0	24.0	—
Women	31.3	—	23.1	—
River Falls				
Men	31.7	25.1	21.5	19.8
Women	30.5	24.1	19.7	18.6
Stevens Point				
Men	31.4	25.7	22.6	19.5
Women	31.0	25.1	23.5	18.8
Stout				
Men	31.3	25.8	22.0	20.1
Women	31.9	24.7	22.4	19.6
Superior				
Men	33.7	26.2	20.8	—
Women	34.3	25.7	21.0	—
Whitewater				
Men	32.6	27.1	23.8	21.2
Women	32.4	26.6	22.6	20.4
Viterbo C				
Men	—	22.1	18.1	—
Women	—	21.7	18.1	16.4

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
Northwest CC				
Men	$31.2	$29.7	$24.4	$19.8
Women	—	—	22.4	18.6
U of Wyoming				
Men	38.4	31.9	26.1	23.7
Women	35.0	30.4	23.8	19.5
Western Wyoming CC				
Men	34.3	31.0	29.1	22.2
Women	—	32.0	27.0	22.5

GUAM

	Prof	Assoc Prof	Asst Prof	Inst
U of Guam				
Men	$31.7	$25.7	$22.0	$19.3
Women	31.2	26.1	21.5	18.4

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
American C of Puerto Rico				
Men	—	—	$11.3	—
Women	—	—	—	—

PUERTO RICO—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Antillian C				
Men	—	—	$11.2	$9.9
Women	—	—	10.1	9.5
Bayamon Central U				
Men	—	—	7.1	10.4
Women	—	—	12.5	23.6
Bayamon Tech U C				
Men	—	$17.0	13.9	10.9
Women	—	16.3	14.1	11.3
Caribbean Center for Advanced Studies				
Men	$18.8	—	—	—
Women	14.0	—	—	—
Catholic U of Puerto Rico				
Men	12.9	9.9	9.0	6.1
Women	13.1	9.4	7.5	6.8
Conservatory of Music of Puerto Rico				
Men	—	10.3	10.0	—
Women	—	10.3	10.0	—
Inter American U of Puerto Rico				
Aguadilla Br				
Men	—	—	13.4	10.9
Women	—	—	12.7	10.7
Barranquitas				
Men	—	—	12.	11.3
Women	—	—	12.7	11.5
Fajardo				
Men	—	—	13.1	11.6
Women	—	—	12.7	11.5
Guayama				
Men	—	—	13.3	12.3
Women	—	—	12.6	11.3
Metropolitan Campus				
Men	18.9	14.8	13.3	11.3
Women	20.0	15.3	13.3	10.9
Ponce				
Men	—	—	13.2	11.7
Women	—	14.2	12.5	—
Rico Arecibo				
Men	—	—	13.4	11.2
Women	—	—	14.4	11.1
San German Campus				
Men	18.9	12.9	12.4	11.7
Women	—	12.8	13.8	10.7
Metropolitan U C				
Men	—	—	—	10.9
Women	—	16.7	12.4	10.4
Ponce Sch of Medicine				
Men	21.8	14.7	8.1	—
Women	—	—	—	11.5
Puerto Rico JC				
Men	—	—	12.6	11.5
Women	—	14.0	11.7	10.6
U Del Turabo				
Men	—	15.6	13.2	11.6
Women	—	16.1	13.1	10.2
U of Puerto Rico				
Cayey U C				
Men	27.5	21.3	17.1	13.8
Women	—	19.8	16.3	13.7
Humacao U C				
Men	25.5	19.4	16.8	13.3
Women	—	18.9	16.2	13.4
Mayaguez				
Men	26.8	20.4	18.0	14.6
Women	23.8	18.7	16.2	13.6
Medical Sciences				
Men	36.0	32.0	28.0	21.0
Women	36.0	32.0	28.0	21.0
Regional C's Admin				
Men	20.2	17.2	15.8	12.4
Women	21.3	16.2	14.9	11.9
Rio Piedras				
Men	26.0	20.4	16.9	13.4
Women	24.8	19.3	15.9	13.3
U of the Sacred Heart				
Men	19.7	12.8	14.2	12.0
Women	19.5	15.7	12.7	11.9

VIRGIN ISLANDS

	Prof	Assoc Prof	Asst Prof	Inst
C of Virgin Islands				
Men	$32.2	$25.8	$22.4	$19.4
Women	29.8	27.0	21.9	18.6

New Books on Higher Education

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

Colleges and Universities: A Strategic Marketing Analysis on the Business of Higher Education in the 1980's (Business Trend Analysts, Publications Department, 2171 Jericho Turnpike, Commack, N.Y. 11725; 265 pages; $495.00 prepaid). Discusses, for example, the variables that influence enrollment and revenue growth.

Competence, Admissions, and Articulation: Returning to the Basics in Higher Education, by Jean L. Preer (Association for the Study of Higher Education, One Dupont Circle, Suite 630, Washington 20036; 105 pages; $5 for members of A.S.H.E., the American Association for Higher Education, American Educational Research Association, or the Association for Institutional Research; $6.50 for nonmembers, prepaid). Examines minimum-competence testing for high-school and college students.

The Crisis in Higher Education, edited by Joseph Froomkin (Academy of Political Science, 2852 Broadway, New York 10025; 177 pages; $7.95 prepaid). A collection of articles that discuss how decreases in federal aid and declines in student enrollment might affect the future of American colleges and universities.

In Search of More Effective Service: Inquiry as a Guiding Image for Educational Reform in America, by Hendrik D. Gideonse (Louis Fisher, ML2, College of Education, University of Cincinnati, Cincinnati, Ohio 45221; 144 pages; $5.95, plus 75 cents for shipping). Argues that teaching ought to be informed by research on the learning process.

Marketing for Public and Nonprofit Managers, by Christopher Lovelock and Charles B. Weinberg (John Wiley & Sons, 605 Third Avenue, New York 10158; 607 pages; $32.95 prepaid). The authors have also written a companion volume titled *Public and Nonprofit Marketing: Cases and Readings* (John Wiley & Sons; 400 pages; $21.95).

Motivation and Teaching: A Practical Guide, by Raymond J. Wlodkowski (National Education Association Professional Library, P.O. Box 509, West Haven, Conn. 06515; 216 pages; $9.95 prepaid). Describes how teachers can provide an environment that will encourage students' desire to learn.

Peterson's Annual Guides to Graduate Study, 1984 (Peterson's Guides, P.O. Box 2123, Princeton, N.J. 08540). *Book 1: Graduate and Professional Programs: An Overview* (771 pages; $14.95, plus $2 for shipping). *Book 2: Graduate Programs in the Humanities & Social Sciences* (1,425 pages; $20.95, plus $2 for shipping). *Book 3: Graduate Programs in the Biological, Agricultural, and Health Sciences* (1,904 pages; $23.95, plus $2 for shipping). *Book 4: Graduate Programs in the Physical Sciences and Mathematics* (556 pages; $17.95, plus $2 for shipping). *Book 5: Graduate Programs in the Engineering & Applied Sciences* (799 pages; $19.95, plus $2 for shipping). The five volumes are also available as a set for $95, plus $6 for shipping.

Principles of College Bookstore Management, by Eldon D. Speed and others (National Association of College Stores, 528 East Lorain Street, P.O. Box 58, Oberlin, Ohio 44074; 260 pages; $15 for NACS members, $25 for nonmembers, prepaid).

Strategic Management in the Community College (New Directions for Community Colleges #44), edited by Gundar A. Myran (Jossey-Bass Publishers, 433 California Street, San Francisco 94104; 121 pages; $7.95 prepaid). A collection of essays on policymaking for community-college administrators.

Training by Contract: College-Employer Profiles (College Board Publications, Box 886, New York 10101; 82 pages; $8.95 prepaid). Describes programs through which colleges and universities have provided various types of instruction for the employees of businesses, government agencies, and other kinds of organizations.

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Hiring Ban Ruled Illegal

Continued from Preceding Page
would preclude the possibility of his also suing U.S.F.L. over the rule.

Last year, the U.S.F.L. angered college coaches when it issued such an exemption to Herschel Walker, a star running back from the University of Georgia. After Mr. Walker threatened to sue the league over the rule, he was allowed to sign a contract with the New Jersey Generals team.

Both leagues might also be tempted to grant an exemption to running back Marcus Dupree, who last week quit the University of Southern Mississippi. Under the rules, Mr. Dupree would not be eligible to play professionally until 1987. Because he has transferred, the National Collegiate Athletic Association will require that he "sit out" from major-college football at least until 1985.

Mr. Dupree had starred during the 1982 season and for part of the 1983 season at the University of Oklahoma, where he was favored to win the Heisman Trophy, college football's top honor. He transferred in the middle of the 1983 season to the University of Southern Mississippi, after reportedly feuding with his coach at Oklahoma, Barry Switzer.

Last week's decision, handed down by U.S. District Judge Laughlin Waters, comes two months after the Federal Trade Commission said it was investigating both leagues' regulations as possible violations of antitrust law.

After the investigation, which is expected to be complete within the next few months, the F.T.C. staff could recommend to the five-member comission that it strike down the rule or let it stand.

Although college coaches vehemently oppose any change in the rule barring underclassmen from the professional ranks, the N.C.A.A. has said that it favors allowing college players to sign with professional teams. Were the N.C.A.A. to favor the rules, observers say, it would risk being named in lawsuits over the rule along with the professional leagues.

U. OF OKLAHOMA

Marcus Dupree, who quit college last week, could be exempted from pro football's ban on hiring underclassmen.

Sen. Arlen Specter, Republican of Pennsylvania, has proposed legislation that would give professional football leagues limited exemptions to antitrust laws, allowing them to bar their teams from hiring underclassmen. No action is scheduled on the bill, said Bill Bowman, an aide to Sen. Specter, "but perhaps the Senator will get interested in this again, once he's heard what's gone on in the courts." —N. SCOTT VANCE

5 Members Named to NCAA Presidents' Panel

Continued from Preceding Page
versity (appointed by the Big 10 Conference); and Otis A. Singletary, president of the University of Kentucky (appointed by the Southeastern Conference).

Mr. Singletary said he hoped the commission would hold its first meeting soon after the remaining members are elected, so that it could begin to chart its course before a summer meeting of officials from Division I-A institutions.

Among the subjects likely to be discussed by the commission, Mr. Singletary said, are possible modifications to "Rule 48," the academic requirements adopted by the association at its 1983 convention, and the idea of [illegible] freshmen from varsity competition.

Mr. Singletary added that he hoped the commission would lobby vigorously for any proposals it sponsored, and that it would take positions on most of the proposals made at N.C.A.A. conventions. He is also chairman of the College Football Association.

Mr. Heyman also said that he hoped the commission would examine freshman eligibility. "We do a big disservice to our kids by making them go out there and compete in big-time sports when they first get to the university.

"From where I sit, intercollegiate athletics has become so important that in many ways we've got tails wagging the dogs here. I'd like us to see whether there is any way to modify that."

Commission's Authority Limited

Delegates to the 1984 convention established the commission after defeating a proposal that would have allowed the group to suspend the association's rules and to impose new ones of its own.

Some college presidents, including Mr. Heyman and others who supported the proposal that was defeated, say it remains to be seen whether the commission has been vested with enough authority to stop abuses that now occur in college sports.

The N.C.A.A. last week sent letters to the presidents of all institutions in the association, informing them of their right to make nominations to the council. People who receive 10 or more nominations will automatically have their names placed on the ballot.

A nominating committee made up of eight college presidents will assemble a slate of candidates for 31 of the 35 positions on the commission not allocated to Division I-A conferences, and presidents of institutions that play football in Division I-AA will nominate individuals for the four positions on the commission reserved for their institutions.

The nominating committee is expected to meet later this month. It could simply accept the nominations given it by N.C.A.A. presidents, or it could add names of its own choice to the slate.

2-Year Colleges' 'Superconference'

Continued from Preceding Page
those in the South Coast conference had complained about the reorganization, the association had been praised by officials at other institutions. That is especially true, he said, of institutions with relatively weak teams that had been in conferences with those now in the elite South Coast Conference. Officials of those institutions, Mr. Rilliet said, were tired of consistently being beaten badly by powerhouses in their conference.

"If you make some people happy, you're bound to make some people sad," Mr. Rilliet said. While he said he had great respect for Mr. Sherbeck, he added, "He's constantly been on top. He hasn't had the chance to experience what it's like to play his team."

Coaches and athletic directors of top teams, he added, have been reluctant to accept their membership in the new South Coast Conference, in part because they will now face tougher opponents. Officials at other institutions, including John Kovac, athletic director at San Diego Mesa College, praised the reorganization because they will now be able to play teams from nearby campuses.

"This will allow us to develop some local rivalries," Mr. Kovac said. "Local interest in our games, which has waned recently, will once again blossom."

Some officials also complained that the C.A.C.C. had reorganized the leagues without notifying them in advance.

"It's a major disappointment," Mr. Sherbeck said. "Normally when major changes are being made, the schools involved are consulted. In this case, we were not."

Mr. Rilliet agreed that that was unfortunate, but he said others had not been consulted because the "leaguing committee" did not know in advance that it was going to change conference membership so drastically. The committee met with the intention of considering requests from some institutions that they be moved to different conferences, and in the process of considering the requests it decided an extensive reorganization was in order.

Mr. Rilliet, one of the committee's five members, said the panel would consider any new proposals that had been filed with the association's office by Friday of last week. He did not think it likely, however, that the committee would abandon its previous restructuring.

One of the proposals reportedly being considered would require moving some teams from the new South Coast Conference to other leagues.

"At this point, we just hope it's not in concrete," Mr. Sherbeck said. "We hope to have the opportunity to reevaluate this and to have some input, to voice our concerns."

California has more two-year colleges than any other state—106, of which 96 have athletic programs and 75 have varsity football teams. Their players have become prime recruiting prospects for coaches from top four-year colleges. In all, 4,000 of California's community-college students play varsity football.

—N. SCOTT VANCE

Football Fatalities Last Year Included 3 College Players

CHAPEL HILL, N.C.

Thirteen amateur football players—three of them college athletes—died during the 1983 season after suffering injuries either directly or indirectly associated with the sport, a survey has found.

The survey was sponsored by the National Collegiate Athletic Association, the American Football Coaches Association, and the National Federation of State High School Associations. It is conducted annually by Frederick O. Mueller and Carl Blyth, of the department of physical education at the University of North Carolina at Chapel Hill, and Richard D. Schindler, of the high-schools federation.

The 13 deaths attributable to college and high-school football were as few in 1983 as at any time since 1977, Mr. Mueller said.

The survey distinguished between direct and indirect deaths. The former—those resulting directly from participation in football—totaled four in 1983, as low as at any time in the last seven years. Indirect deaths—those caused by "systemic failure as a result of exertion while participating in football activity or by a complication that was secondary to a nonfatal injury"—totaled nine: six high-school players and one college player died of heart failure, one college player died from heat stroke, and one college player died from a congenital brain disorder triggered by participation in football.

Mr. Mueller said great progress had been made since the 1960's, when as many as 36 deaths a year occurred in amateur football. He attributed the gradual downward trend to improved headgear, which has been instrumental in lowering the number of catastrophic spinal-column injuries. These are most often caused by violent blows to the top of the head.

He said that although "we hope to get deaths down to zero," the cost of stringent physical examinations made it likely that concealed disorders would continue to cause deaths. Physicals sufficiently thorough to detect such disorders can cost upwards of $200 per player, Mr. Mueller said, and high schools and colleges are unable to afford them for the 60 to 100 athletes on their rosters. —P.M.

Football Deaths in Colleges and High-Schools

	High-School		College		Total	
	Direct	Indirect	Direct	Indirect	Direct	Indirect
1977	8	6	1	0	9	6
1978	9	8	0	1	9	9
1979	3	8	1	1	4	9
1980	9	4	0	0	9	4
1981	5	6	2	0	7	6
1982	7	7	0	3	7	10
1983	4	6	0	3	4	9

SOURCE: FREDERICK MUELLER, U. OF NO. CAROLINA

Notes on Sports

NCAA and U. of Illinois Will Probe Recruiting

The University of Illinois says it has been told by the National Collegiate Athletic Association that an official inquiry will be held into recruiting practices in its football program.

At the same time, Chancellor John Cribbet announced that the university had hired Philip Tone, a well-known Chicago lawyer, to conduct its own investigation.

It had been rumored for some time that official charges would be forthcoming and that N.C.A.A. investigators, after originally concentrating on the recruitment of two junior-college players, had expanded the scope of the investigation after campus visits.

U. of Illinois Cancels Contract for World Wheelchair Games

The University of Illinois at Urbana-Champaign, scheduled to be host for the World Wheelchair Games in June, has canceled its contract with the organization that sponsors the games, making it unlikely they will be held at all this year.

Timothy Nugent, director of rehabilitation at the university, said the Wheelchair Games' board had raised only $25,000, while the total cost of the games has been estimated at $3-million to $5-million.

40 Minnesota Football Players 'Technically' Ineligible

Approximately 40, or about half, of the football players at the University of Minnesota would be ineligible to play were spring practice to begin now, a St. Paul newspaper has reported.

Frank Wilderson, vice-president for student affairs at the university, said, however, that while that statistic may be "technically true, in practice it will not create a problem." Some of the players are behind in their studies, he said, but by the time spring practice begins, he would be "surprised if more than 10 were ineligible to practice."

People in Sports

Alan Bonney, women's cross country and track coach at U. of Washington, has resigned, effective at the end of the 1984 season.

Macky Carden, assistant football coach at Elon College, to football coach.

Vandy Christie, tennis coach at Northwestern U., to director of development for athletics.

Gary Crowe, swimming coach at North Central College (Ill.), has resigned, effective immediately.

Jan B. Dainard, assistant women's volleyball coach at U. S. Naval Academy, to women's volleyball coach.

Dominick J. Di Julia, commissioner of the East Coast Conference, to commissioner of the Metro Atlantic Conference, effective July 1.

Jeff Du Pre, athletic director and baseball coach at Iowa Western Community College, has resigned, effective at the end of the 1983-84 academic year.

Richard Fox, basketball coach at Gannon U., has resigned, effective immediately.

Lacey Gane, athletic director at Pembroke State U., has resigned, effective August 31.

Art Hutton, men's cross country coach at U. of Washington, also to women's cross country coach.

Brutus Jackson, chairman of the athletic council at Prairie View A&M U., to athletic director.

Willie Jeffries, football coach at Wichita State U., to football coach at Howard U.

Tom Joynes, athletic director at Virginia Military Institute, to special assistant for intercollegiate athletics.

Annette Lynch, women's basketball coach at Northwestern U., has resigned, effective immediately.

Kevin McCluskey, a 1983 graduate of North Central College (Ill.), to swimming coach.

Jim McDermott, commissioner of the Metro Atlantic Conference, will retire on June 30.

Don Purvis, associate athletic director at Ball State U., to athletic director.

William Shaw, cross country coach at Elkins High School (W.Va.), to cross country coach at Davis & Elkins College.

Joe Taylor, football coach at Howard U., has been dismissed.

Barbara Wilson, women's track and field coach at U. S. Naval Academy, also to women's cross country coach.

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A 6-Month Index to The Chronicle Begins on Page 69

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News Summary

Articles on inside pages

The trustees of Stanford University have agreed to establish the Reagan Library on their campus. Story on Page 3.

Scholars' efforts to gain access to the files of U.S. intelligence agencies continue to meet considerable resistance. Story on Page 5.

The latest winners of the MacArthur Prize include an 18-year-old expert on hieroglyphics and several people from outside academe. Story on Page 7.

More than 1,500 students gathered at Harvard University to plan a national campaign to register college-age voters. Story on Page 12.

Students should be given 15 years, rather than the present 10 years, to repay their college loans, according to a new study by the Educational Testing Service. Story on Page 13.

Administrators' salaries barely kept pace with inflation this year, a survey by the College and University Personnel Association has found. Story on Page 17.

The Reagan Administration could reverse its decision to withdraw the United States from UNESCO if a panel of experts determines that the agency has made significant improvements. Story on Page 19.

Officials confirmed that 41 faculty members had left the American University of Beirut in the evacuation of foreign nationals from the city. Story on Page 21.

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Top Students Move to Science Studies, Leave Humanities

By JEAN EVANGELAUF

The humanities are losing many of the ablest undergraduates while the sciences and engineering are gaining more of them, according to two new surveys of deans, department chairmen, and other top academic officials.

Nearly two-thirds of senior academic officials in the humanities said the ablest undergraduates had shifted away from those disciplines, while only 5 per cent reported a shift toward the humanities.

In science and engineering, only 7 per cent of the officials said they were losing their best students, while 40 per cent said they were getting more of the ablest students.

Although the college officials noted shifts in the interests of the top students, a majority said that, overall, the quality of students in the humanities and the sciences had not changed significantly between 1976-77 and 1981-82.

The two surveys, the results of which are being reported by the American Council on Education this week, covered academic officers at 486 colleges and universities.

Job Prospects the Cause

"The results aren't hard numbers, they are not test scores, but they are the considered judgments of officials who are in a position to assess quality fairly well," said Frank J. Atelsek, the author of the sciences-and-engineering report and director of the Higher Education Panel, the council's survey-research program.

The officials said employment opportunities—or the lack of them—were responsible for the changes in student interest. About 51 per cent blamed the shift away from the humanities on poor job prospects after college, and an additional 21 per cent attributed it to concern about getting a job after graduate school. In contrast, about 63 per cent of the respondents said the shift to the sciences and engineering could be attributed to favorable job prospects.

Very few officials noted changes in stu-

Continued on Page 11, Column 3

Governors Budget More Money for Colleges to Spur Economy, Make Up for Past Reductions

They cite taxpayer demand for better schools, universities

By JACK MAGARRELL

As the economic recovery proceeds in many states, governors are giving high priority in their budgets to education.

In their budget messages and state-of-the-state addresses delivered at this year's legislative sessions, the governors gave two basic reasons for increasing state support of colleges and universities:

► To restore some of the money cut during the recession years; and

► To spur research and job training in high-technology fields as an aid to economic development.

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EDWARD KLAMM, FOTOWEST

At New Mexico's Capitol, faculty members protest legislators' attempts to reduce pay raises. Story on Page 10.

Almost every governor's budget this year includes programs to improve elementary and secondary education. Many of those proposals would provide more money for training teachers of science and mathematics.

Some of the proposed increases in spending for education would be paid for from state revenue that rises as the economy recovers from recession. But in many states higher tax rates would be required, and governors appeared less shy than usual about recommending them.

It is not unusual for combined state spending for higher education and aid to public schools to account for about half of a state's total operating budget.

Pay Raises in Tennessee

In Tennessee, Gov. Lamar Alexander called state legislators into special session last month "to give education—and education alone—your full attention."

"Better schools will not come cheap," he said. "Yet I am convinced the people are ready to pay for excellence in the classroom."

He proposed additional spending of $1-billion over the next three years for improvement of the public schools, and he recommended across-the-board pay raises for university personnel, schoolteachers, and state employees.

In higher education, he called for the establishment of university "centers of excellence." Tennessee's universities would "identify our most promising programs and make them tops in the country," he said. To pay for the increased spending on

Continued on Page 10, Column 3

Some at Weaker Colleges View U.S. Aid as Rewarding Mediocrity

By STACY E. PALMER

WASHINGTON

Federal aid awarded to "developing" colleges and universities is viewed as a "reward for mediocrity" by some faculty members at the weaker institutions among them, according to a study recently completed for the Department of Education.

After analyzing the progress of 51 such colleges between academic 1976-1977 and academic 1981-1982, the study found that faculty members at successful developing institutions regarded federally supported programs as an "elite enterprise," while those at relatively weak institutions were more likely to consider federal aid as "compensation" for mediocrity.

Of the 51 institutions included in the report, 9 were considered to be "strong" when evaluated primarily on the basis of their financial condition. Twenty were judged "stable," and 8 were called "vulnerable" by researchers. The remaining 14 received a "mixed" rating for their progress over the five years.

The 422-page study examined a random sample of institutions that had received aid under Title III of the Higher Education Act, known as the Developing Institutions program.

About 500 such institutions got such aid in fiscal 1983.

The report was written by Junius A. Davis, senior scientist at the Center for Educational Studies at the Research Triangle Institute in North Carolina, and associate researchers Roderick A. Ironside and Jerry VanSant. The Department of Education

Continued on Page 14, Column 1

by Governors

criticism from teacher-education groups.

Governor Kerrey said his plan would "enable uniquely qualified individuals to gain 'lateral entry' to the teaching profession without necessarily returning to college to complete formal teacher training."

In New Jersey, Governor Kean said in his annual message to the legislature, "For far too many years, higher education has been relegated to the bottom of New Jersey's list of priorities."

He recommended putting on the ballot this year a proposal to raise $80-million through a bond issue to help finance programs proposed by the governor's committee on science and technology.

He suggested that a combination of funds from the bond issue and the state budget be used to establish four centers for advanced technology: one for biotechnology on the adjoining campuses of Rutgers University and the University of Medicine and Dentistry; a center for hazardous and toxic-substance management in Newark, operated by a consortium of institutions led by the New Jersey Institute of Technology; a center for materials science or ceramics at Rutgers; and a center for food technology at Cook College of Rutgers.

Aid for Part-Time Students

In New York, Gov. Mario M. Cuomo proposed increases of 10.5 per cent for the State University of New York, 3.2 per cent for community colleges, and 1.4 per cent for the City University of New York. He recommended a 40-per-cent decrease in capital projects at the universities.

The governor's budget for both SUNY and CUNY was based on the imposition of a $200 increase in tuition, plus an increase of $150 in dormitory rates.

Proposed spending increases included $11-million in tuition aid for part-time students and start-up funds for a child-care program for the children of students at the City University of New York.

Lagging Revenues in Oklahoma

In Oklahoma, Gov. George Nigh told legislators that lagging tax collections required a cut of 6 per cent in general appropriations for fiscal 1984 and a budget for fiscal 1985 that would be 2 per cent below the present level.

Among the supplemental appropriations he requested for fiscal 1985 was $2-million to match private funds given to the Energy Center at the University of Oklahoma and the Twenty-first Century Center at Oklahoma State University.

In Pennsylvania, Gov. Richard L. Thornburgh reminded the legislature that economic recovery is "always slower and harder in Pennsylvania than in many other states."

Nonetheless, he recommended reductions in rates for corporate and personal income taxes and a 7-percent increase in spending for higher education. In addition, he proposed that a majority of the $150-million expected from the sale of liquor franchises be earmarked for scientific, engineering, and other technical equipment at schools, colleges, and universities.

In Utah, Gov. Scott M. Matheson called for a broad-based tax program to provide funds for "education and other essential public services."

"No longer can we count on federal funds for the expansion of state-government programs," he said. Federal money available to Utah has declined from 25 per cent of the state's budget in fiscal 1979 to 19 per cent in fiscal 1985, he said.

During four years of "meager growth" in Utah's economy, the budget was cut seven times, Gov. Matheson noted. Utah's education system faces a challenge of substantial growth in enrollment because the birth rate in Utah is nearly double the national average, he said.

In Vermont, "adequate funding of education is our highest priority," said Gov. Richard A. Snelling. He noted with pride that the state's general appropriations were 7.1 per cent of total personal and business income 10 years ago but now amount to only 5.5 per cent of that total.

He recommended $1.6-million in added state support for the University of Vermont and the state colleges, and $475,000 in increased student aid.

In Virginia, said Gov. Charles S. Robb, "education remains my highest priority."

Governor Robb proposed raising salaries of college faculty members and schoolteachers by 20 per cent.

In West Virginia, Gov. John D. Rockefeller, IV, recommended an increase of 7.5 per cent in the base salaries of faculty members, plus $1.5-million for merit-pay increases, bringing the total increase in faculty-salary funds to 9.5 per cent.

He also proposed a plan for raising the salaries of public-school teachers and equalizing their pay throughout the state.

Of $130-million in increased spending recommended for 1985, $106-million, or 80 per cent, would be for education.

Top Students Move to Science, Leave Humanities

Continued from Page 1

dent interest in individual disciplines in the humanities. However, 43 per cent reported changes in the sciences, with nearly a third noting a shift toward computer science and 18 per cent citing a shift to engineering.

The survey included questions about the quality of undergraduate majors, graduate-school applicants, and recipients of doctoral degrees. "In both studies, officials relied heavily on faculty perceptions in formulating their opinions," the survey report said.

"One of the key findings of both studies is that over half of the institutions reported no change in the quality of their students," the report said. That finding, it noted, seemed to conflict with recent national reports "which indicate the existence of an education crisis."

The science officials were also asked to compare the quality of graduate-school applicants from foreign and U.S. colleges; 47 per cent noted no difference, 43 per cent found those with U.S. bachelor's degrees to be better qualified, and the remainder found foreign applicants better qualified.

The two reports, which were financed by the National Science Foundation, the U.S. Department of Education, and the National Endowment for the Humanities, are available free of charge from the Higher Education Panel, American Council on Education, Suite 829, One Dupont Circle, Washington 20036.

How Senior Academic Officers View Changes in Student Quality, 1976-77 to 1981-82

	No significant change	Significant improvement	Significant decline
Humanities			
Undergraduate majors	62%	16%	22%
Graduate-school applicants	57%	26%	16%
Doctorate recipients	72%	19%	9%
Sciences and engineering			
Undergraduate majors	61%	25%	15%
Graduate-school applicants	60%	28%	12%
Doctorate recipients	66%	27%	7%

Note: Rows may not add to 100% because of rounding.

SOURCE: AMERICAN COUNCIL ON EDUCATION

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Note Pad

It may not be bedtime reading for most people. But it may be for Washington lobbyists, bureaucrats, and Capitol Hill aides who are involved in education issues and are accustomed to long hours of reading government reports, studies, and bills.

The Government Printing Office will soon be spewing out copies of Rep. Paul Simon's proposed legislation to re-authorize the Higher Education Act. It is expected to be the largest education bill ever printed—and perhaps the largest bill of any kind ever printed—according to an aide to Mr. Simon, who is a Democrat from Illinois and chairman of the House Subcommittee on Postsecondary Education.

The measure, which will be printed at the end of February and then formally introduced, will run between 1,100 and 1,200 pages, said the aide. In its present draft form, it consists of about 900 pages.

Mr. Simon's proposals would significantly restructure current law, but they are, in fact, unlikely to win passage in this election year, when Congress will be in session for a total of only five months. Although Mr. Simon plans to press for House action, the Senate is not considered likely to take up a higher-education bill this year.

▪

David A. Stockman, director of the Office of Management and Budget, would probably not win any popularity contests among university administrators and researchers who have seen the budgets for their programs and laboratories cut during his tenure.

One frustrated researcher is Marvin Goldman, director of the Laboratory for Energy-Related Health Research at the University of California at Davis. He discovered recently that President Reagan's fiscal 1985 budget request proposed to eliminate his laboratory and two similar units at the University of California at Los Angeles and the University of Rochester.

He said that even if Congress denies Mr. Reagan's request, the damage to his and other laboratories that examine the health effect of radiation may already be done, by discouraging other organizations from providing grants for such research.

"The Stockman cometh, and the research goeth," he said.

▪

The fight by insurance companies against legislation that would bar the use of sex-based classifications in setting insurance rates was one of the most expensive lobbying campaigns on Capitol Hill last year, according to financial reports that lobbyists filed for the final quarter of 1983.

The Committee for Fair Insurance Rates, a consortium of companies opposed to the legislation, reported that it had spent $1.47-million to fight such measures.

The biggest spender listed in the reports, however, was Common Cause, a "citizens' lobby" that works on a variety of social and political issues. It reported spending $1.96-million to influence Congress.

Washington

Students Could Handle Larger Debts if Given 15 Years to Repay College Loans, Study Finds

By DONNA ENGELGAU

WASHINGTON

Undergraduates and graduate students could handle much larger debts if they were allowed to repay their student loans over 15 years rather than over 10 years as now required, a study by the Educational Testing Service has found.

The report of the study also recommended that students who are heavily in debt should have the option of paying back their loans over 15 years, with payments rising as their incomes increase.

The report, presented last week at a meeting of the Graduate and Professional School Financial Aid Council, concluded that if repayments were graduated, manageable debt limits could range from $13,500 for a person with a bachelor's degree to $80,000 for a medical doctor.

The study was prepared in part to help lawmakers determine whether to increase the limits on what students can borrow from the federal government when the Higher Education Act of 1965 is extended. The act expires in 1985.

Sen. Robert T. Stafford, Republican of Vermont and chairman of the Senate education subcommittee, is planning to introduce legislation soon enabling students to consolidate their college loans at 9 per cent

Continued on Page 15, Column 1

'Manageable' Student Loans Under 3 Repayment Schemes

	Equal monthly installments 10 years	Graduated repayment option 10 years	15 years
Bachelor's degree			
All fields	$ 6,500	$10,000	$16,500
Accounting	7,500	13,000	21,500
Business and marketing	7,000	12,000	19,000
Computer science	10,000	17,000	28,000
Engineering	11,000	17,500	28,000
Mathematics	8,500	14,500	23,500
Schoolteachers	5,500	8,500	13,000
Master's degree			
All fields	$ 7,000	$12,500	$20,000
Accounting	9,000	15,500	25,000
Business (M.B.A.)	11,000	18,000	29,000
Engineering	12,500	21,000	33,000
Religious workers	5,000	6,500	9,500
Doctorate			
All fields	$12,000	$17,000	$27,000
College teachers	7,000	11,000	17,500
Engineering	16,500	24,000	36,000
Humanities	8,500	13,000	21,000
Medical and biological sciences	10,500	16,000	26,000
Physical sciences	13,000	19,000	29,000
Social science	11,500	16,500	26,000
Law	$10,000	$20,000	$34,000

Note: Estimates are for students entering college in 1985. They assume a 9-per-cent simple annual interest rate, deferment of repayments during the in-school period, a six-month grace period, and a post-1982 annual inflation rate of 5 per cent. Amounts are rounded to the nearest $500.

SOURCE: EDUCATIONAL TESTING SERVICE

Administration Won't Propose Changes in Higher-Education Act This Year

WASHINGTON

The Education Department does not plan to submit proposals to Congress this year to reauthorize the Higher Education Act because "it is highly unlikely" that lawmakers would act upon them this year, Gary L. Jones, Under Secretary of Education, said here last week.

He said the Administration made that decision because the Senate does not plan to consider such legislation this year. Sen. Robert T. Stafford, Republican of Vermont and chairman of the Senate education subcommittee, has said that he has no plans to work on a re-authorization bill until next year, when the act actually expires.

Mr. Jones told a conference of the Graduate and Professional Financial Aid Council, however, that the Administration would consider sending legislative proposals to Capitol Hill "should Congress show movement."

Rep. Paul Simon, Democrat of Illinois and chairman of the House Subcommittee on Postsecondary Education, hopes to move swiftly on legislation that would restructure the act substantially. Mr. Simon plans to introduce a measure late this month that would, among other changes, make Pell Grants an entitlement program whereby all eligible students could receive an award. Now, the number of students who receive awards is limited by the amount of money Congress appropriates for Pell Grants.

The maximum Pell grant would be raised to $3,000 a year from the present ceiling of $1,900, and the grants would pay up to 75 per cent of tuition costs, plus an allowance for other college expenses.

But some House Republicans have raised strong objections to some sections of the bill. Rep. E. Thomas Coleman of Missouri, the ranking Republican on Mr. Simon's subcommittee, and Rep. John N. Erlenborn of Illinois, the ranking Republican on the full Education and Labor Committee, outlined their concerns in a recent letter to Republicans on Mr. Simon's subcommittee. "The Simon proposal is diametrically opposed to the budgetary philosophy which has guided the Congress for the past three years," they said.

Some of their chief objections included

Continued on Following Page

Reagan Drops Sections of Security Directive That Scholars Said Threatened Free Speech

WASHINGTON

President Reagan last week suspended major sections of a controversial national-security directive that many scholars and members of Congress opposed as a threat to free speech.

White House officials said Mr. Reagan had agreed to suspend an order he signed last March that required federal employees and contractors exposed to highly classified information to clear their writings and speeches with a government reviewer before publishing them or delivering them in public.

A provision of the directive that would have greatly expanded the use of polygraph tests for federal employees was also suspended.

The Senate last year passed a measure that blocked enforcement of Mr. Reagan's order until April 15. Rep. Jack Brooks, Democrat of Texas, has introduced a bill that would permanently nullify the order.

A Congressional aide said White House officals were afraid the security order might prove to be an embarrassment to the Administration in this election year and in next week's Senate hearings on the nomination of Presidential Counselor Edwin Meese, III, to be Attorney General. Mr. Meese supported the order.

Mr. Reagan continues to believe that tighter controls are necessary to prevent the leaks of information important to national security, a White House spokesman said, but he wants to work with lawmakers to develop a compromise alternative to his order. —KIM McDONALD

Bell Proposes Rules to Cut Incentive for States to Issue Student-Loan Bonds

WASHINGTON

Education Secretary Terrel H. Bell has proposed regulations that would reduce the financial incentives for states to sell tax-exempt bonds to raise capital for low-interest student loans.

The proposed rules, which appeared in the February 10 issue of the *Federal Register*, would require state student-loan authorities to "demonstrate that proposed bond issues do not exceed the gap, if one exists, between borrowers' need for credit and the loan capital available from other sources."

Although states do not need the department's approval to issue bonds, the department could, under the proposed rules, refuse to pay state agencies the full special interest allowance they normally receive on subsidized loans.

Lenders now receive the 91-day Treasury Bill rate plus a special allowance of 3.5 per cent. Under the proposals, the state agencies would receive only half of the special allowance on loans financed through tax-exempt bonds.

4 Bond Issues Rejected

Mr. Bell was instructed by Congress last year to insure that states did not sell excessive amounts of tax-exempt bonds. However, some lawmakers and state loan officials say the proposals would hamper states' efforts to provide Guaranteed Student Loans.

In recent months, Mr. Bell has been criticized for rejecting $1.1-billion in tax-exempt bond issues by four states and for delaying approval of nearly $1-billion in bond issues by more than a dozen other states. So far, a total of $466.5-million in bond issues in six states has been approved.

Sen. Robert T. Stafford, Republican of Vermont and chairman of the Senate education subcommittee, has been an outspoken critic of Mr. Bell's actions. He has charged that the agency has been too rigid in its interpretation of the Congressional mandate.

Last week he said he expected state lending agencies to fight the proposed rules, which would require them to submit detailed financial plans to the department before issuing tax-exempt bonds.

Mr. Bell has rejected the criticism, saying the newly proposed rules "impose no undue burden or insurmountable obstacle on an authority which makes a bona fide effort to comply with the law."

"The department's first and foremost goal is to insure that adequate capital is available so that no student is denied access to a loan," he said.

Drain on Tax Revenues

Mr. Bell is encouraging state agencies to seek loan capital from local or national banks or through the Student Loan Marketing Association, known as "Sallie Mae," rather than by issuing tax-exempt bonds. The Reagan Administration is trying to curb the use of such bonds in education and other areas because of the drain they create on tax revenues.

But Senator Stafford has argued that Sallie Mae favors banks that require large amounts of capital, so that state lending agencies are vital to provide capital for banks and other lenders that require smaller amounts of funds.

Many states hope to issue the tax-exempt bonds before the House Ways and Means Committee, and possibly the Senate Finance Committee, vote on legislation restricting the volume of tax-exempt bonds that states can issue.

—DONNA ENGELGAU

Student Debts

Continued from Page 13

interest and take up to 20 years to repay, if they can demonstrate a need to stretch out their payments. Similar legislation has been approved by the House of Representatives.

While the Department of Education is "sensitive" to students' rising indebtedness, the agency is troubled by the idea of raising loan limits and extending payback periods on Guaranteed Student Loans, said Gary L. Jones, Under Secretary of Education. He warned that many of today's students could still be paying off college loans when their own children begin college.

Mr. Jones said the present limits on guaranteed loans—$12,500 for undergraduates and $25,000 for graduate and professional students—were not overly taxing.

However, the E.T.S. report said those limits appeared to be too high for most groups of students, especially during the first years of repayment, if they are forced to pay back loans in equal monthly installments over 10 years.

The report said that while medical students have the greatest ability to repay their student loans, their comparatively modest incomes during residency training—about $22,000 a year on the average—make it difficult to even pay the interest. Therefore, the report suggested that physicians begin their loan repayments after the first year of professional practice. At that point, it said, a manageable total loan limit would be about $37,000, even under a 10-year repayment period with equal monthly installments.

School and college teachers and religious workers, who typically have modest incomes, are among those with the lowest manageable loan limits, the report said. It recommended that those students receive financial-aid packages that de-emphasize loans and include scholarships, fellowships, grants, and College Work-Study.

Although the report said a modest increase in borrowing limits is feasible for most students, it warned that an increase in loan limits for students who already typically have to borrow heavily—such as those in law, medicine, doctoral programs, and master-of-business-administration programs—could result in a legacy of unmanageable repayments.

Copies of the report, *Student Loan Limits*, cost $5 and can be ordered from Mail Stop 08-T, Educational Testing Service, Princeton, N.J., 08541.

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'In' Box

The notion that more information is not always better information may have special significance for people who make hiring decisions in academe and elsewhere, according to a psychology professor who has studied the interview process.

The professor, Robert L. Dipboye of Rice University, found in an experiment with student interviewers that those who did not look at written information about candidates ahead of time "made more reliable evaluations of the applicants' fit to the job and performance in the interview."

Although the results should be interpreted cautiously, Mr. Dipboye says, they suggest that interviewers who make hiring decisions should avoid previewing candidates' files. Interviewers' evaluations are already notoriously unreliable, he explains, and his research indicates that previewing leads to "prior judgments that may worsen the problem."

Many people believe, however, that previewing is helpful, Mr. Dipboye notes, so it may not be possible to eliminate the practice. He says there are other ways to improve reliability in interviewing—such as by having all interviewers use a common evaluation form or by giving the selection process more structure.

Academic departments, for example, should get their members together ahead of time, he says, and ask themselves, "What are we looking for? What is the job? What are we trying to build here?" From such questions should come a "common set of criteria" for interviewing candidates, the professor says.

His experiment is described in the February issue of the *Journal of Applied Psychology*. For a free reprint of the article, write to Mr. Dipboye at the Department of Psychology, Rice University, Houston 77251.

•

How do pay raises for faculty members and administrators in higher education compare with those of other groups of employees?

One point of reference is the U.S. Bureau of Labor Statistics' annual survey of major collective-bargaining contracts in private industry. The latest survey, covering 3 million workers, found wage adjustments averaging 2.6 per cent for the first contract year and 2.8 per cent annually over the employees' lifetimes.

The gains were the smallest in the survey's 16-year history, the agency said. It also reported that prorated wage adjustments for all 7.8 million workers covered by major contracts last year were up an average of 3.9 per cent—another record low.

Academic employees seem to be doing about as well as the industrial workers, or better. The latest national survey of college administrators' salaries (reported elsewhere on this page) shows that the median is up 3.7 per cent in 1983-84. New data on faculty salaries are expected to be published soon, but the latest reported annual gain—for 1982-83—was 6.4 per cent.

Another benchmark, the Consumer Price Index, rose 3.8 per cent in 1983. Many experts, however, expect inflation to increase this year.

Personal & Professional

Administrators' Median Pay Rises 3.7 Pct. in Year, Slower than the Rate of Inflation

'Weighted averages' show gains of 4.9 pct. at private colleges, 3.7 pct. at public colleges

By ROBERT L. JACOBSON

WASHINGTON

Pay raises for college and university administrators barely kept pace with the rate of inflation this academic year, according to the latest annual compensation survey by the College and University Personnel Association.

A report of the survey, covering 1,515 responding institutions, showed that median salaries for administrators were 3.7 per cent higher last fall than in academic 1982-83. The results compared with increases of 6.4 per cent in 1981-82 and 10 per cent in 1980-81.

The percentages reflected "weighted averages," in which median salaries for different types of institution and different groups of related job categories were weighted according to the relative number of administrators in each position.

On that basis, the greatest salary gains among administrators came in private colleges and universities, where they averaged 4.9 per cent.

In public institutions the average was 3.7 per cent.

Calculations for 515 institutions that provided survey data for each of the past four years showed that weighted median salaries were up 4.2 per cent, compared with 7.1 per cent the previous year.

The federal government's cost-of-living index rose 3.8 per cent in 1983 and 3.9 per cent in 1982.

In percentage terms, some of the greatest salary increases this year were in positions related to medicine. Nurses in charge of student health services, for example, had increases of 18.5 per cent, while administrators of hospital medical centers had gains of 15.5 per cent. Deans of medicine had raises of 13 per cent.

Other positions with substantial increases included deans of social sciences (14.7 per cent), comptrollers and college chaplains (13.6 per cent), and deans of communications (13.2 per cent).

A table of median salaries for administrative positions in colleges and universities appears on the following page.

Raises of less than 1 per cent were reported for five positions—administrators of grants and contracts, deans of fine arts, directors of foreign students, directors of student housing, and registrars. A drop in the median salary was reported for chief physical-plant officers, chief planning and budget officers, deans of social work, and directors of development and alumni affairs. There was no change for directors of special and deferred gifts.

For all institutions combined, median salaries ranged from a high of $67,675 for chief executives of college and university systems to lows of $19,721 for nurses in charge of student health services and $19,913 for bookstore directors.

Raises for people in administrative affairs and student affairs averaged 4.3 per cent, the report said, compared with 3.7 per cent for those in executive affairs and external affairs. Administrators of academic affairs had raises of 3.6 per cent.

Officials of the association cautioned that the survey data were intended only to provide a broad overview, and that salary comparisons for particular groups of administrators could be misleading if they are not limited to similar institutions.

Distribution of the report, *1983-84 Administrative Compensation Survey*, began last week. Copies may be ordered from the College and University Personnel Association, 11 Dupont Circle, N.W., Suite 120, Washington 20036. The price is $25 for members of the association, $75 for nonmembers participating in the survey, and $150 for others.

Supplementary data on salaries for "second-line" administrative positions, reported for the first time a year ago, were not collected this year. Carin L. Luke, managing editor of the association, said that information would be reported again for 1984-85.

IRS Statement Questions New Benefits Approach

By SCOTT HELLER

A new and comparatively aggressive approach to fringe benefits that is being used by some colleges and universities has come under the scrutiny of the Internal Revenue Service.

In a sternly worded statement, the I.R.S. questioned a feature of some "salary reduction" plans, which in general allow employees to reduce taxable income before the year begins by setting aside some of their salary to pay for such benefits as medical care.

Institutions using salary reduction include Dickinson and St. Olaf Colleges, and Yale and Harvard Universities.

An I.R.S. spokesman said the agency was concerned that some institutions, in stretching the limits of the salary-reduction option, allowed employees to reduce their salaries after they had incurred expenses, and to receive nontaxable reimbursements—sometimes on a month-to-month basis.

According to the I.R.S., "so-called 'reimbursement,' 'flexible spending' and similar arrangements which purport to allow employees to pay their out-of-pocket medical, legal, dependent care or other personal expenses with 'pre-tax' dollars are without substance and do not reduce employees' taxable income."

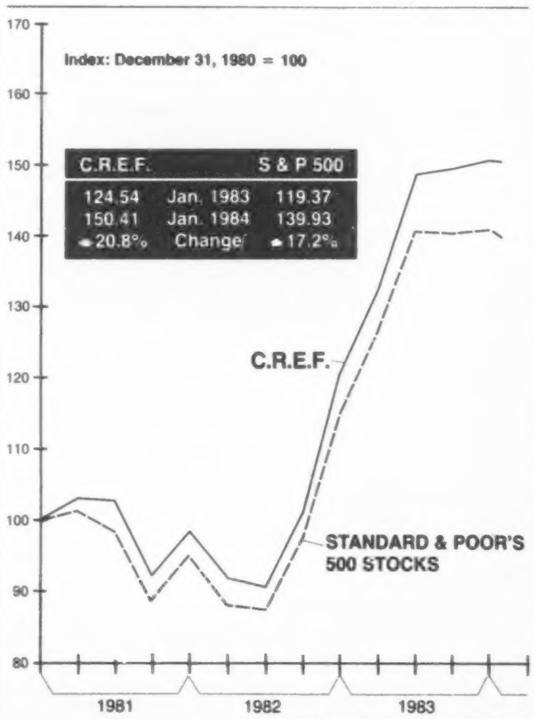
In such plans, the I.R.S. spokesman said, "the employer is simply relabeling income. The employee is getting a certain amount of money tax-free."

Revenue Ruling Hinted

The spokesman said the I.R.S. statement, which is not legally binding, was intended to "get the word out to taxpayers that these things are not legitimate." He indicated that he "wouldn't be surprised" if a revenue ruling codifying the limits on salary reduction was forthcoming.

Meanwhile, university representatives were waiting for further word. "I'm just shell-shocked," said Richard L. Silva, Yale's director of personnel. "We'll be doing everything we can to evaluate our plan. We expect to have a preliminary decision within a week or 10 days."

Pension Money in the Stock Market



SOURCE: COLLEGE RETIREMENT EQUITIES FUND

Pension funds invested in common stocks by the College Retirement Equities Fund had a total investment return (changes in market value, plus dividends, less investment expenses) of 20.8 per cent during the 12 months ending January 31. The value of one "accumulation unit" (share) for January was $66.50.

FACT–FILE

Median Salaries of Administrators, 1983-84

	All institutions	1-year change	Public institutions	Private institutions	All universities	4-year colleges	2-year colleges
Chief executive of a system	$67,675	+ 1.4%	$67,675	$62,325	$80,000	$58,000	$59,988
Chief executive of a single institution	58,101	+ 4.5%	57,960	59,625	70,000	56,925	53,000
Executive vice-president	50,184	+ 2.4%	52,187	45,500	59,000	42,510	46,000
Chief academic officer	46,600	+ 5.6%	48,700	42,000	58,500	42,000	41,840
Chief budgeting officer	37,260	+ 5.8%	38,100	36,000	40,000	34,000	33,509
Chief business officer	43,500	+ 4.3%	45,366	40,000	54,080	40,000	38,950
Chief development officer	39,491	+ 5.3%	40,000	39,000	47,469	36,500	31,245
Chief development and public-relations officer	44,000	+ 4.8%	43,700	44,000	51,870	36,750	30,724
Chief health-professions officer	57,835	+ 7.3%	52,545	60,000	87,780	32,992	38,228
Chief personnel and human-resources officer	33,450	+ 6.2%	35,766	29,000	36,250	26,892	35,278
Chief physical-plant officer	31,850	- 0.5%	34,237	28,320	39,800	27,500	28,487
Chief planning officer	41,848	+ 8.5%	43,108	38,000	48,000	35,000	39,323
Chief planning and budget officer	43,368	- 4.9%	43,368	43,000	49,164	35,200	38,328
Chief public-relations officer	28,700	+ 3.7%	32,000	25,080	40,000	24,000	26,069
Chief student-affairs officer	38,340	+ 4.3%	41,403	32,600	48,000	33,000	37,428
Administrator, grants and contracts	33,705	+ 0.6%	36,100	27,200	37,690	25,500	30,348
Administrator, hospital medical center	75,000	+15.5%	72,930	87,006	75,000	—	—
Bursar	25,500	+11.4%	27,888	22,800	28,670	20,475	25,500
Chaplain	23,367	+13.6%	—	22,977	—	21,618	19,667
Comptroller	34,450	+ 4.4%	36,200	31,300	40,008	29,700	30,450
Registrar	27,600	+ 0.4%	31,713	24,363	33,800	24,500	26,975
Director, accounting	27,325	—	30,200	23,100	32,455	21,900	26,939
Director, admissions	30,000	+ 3.5%	31,428	28,800	34,150	28,450	28,500
Admissions and financial aid	32,335	+ 3.8%	30,192	33,660	42,120	30,000	29,745
Admissions and registrar	34,098	—	34,705	26,500	38,000	29,744	34,512
Director, affirmative action, equal employment	32,000	+ 4.5%	31,900	32,000	32,900	31,241	31,239
Director, alumni affairs	24,436	+ 5.0%	27,000	22,087	28,800	21,000	22,000
Director, athletics	34,296	+ 8.2%	37,915	30,143	42,132	29,394	33,325
Men	—	—	—	31,072	36,933	31,550	32,863
Women	—	—	—	23,604	30,718	22,051	25,303
Director, auxiliary services	33,400	+ 5.1%	34,707	30,400	38,732	28,100	25,796
Director, bookstore	19,913	+ 6.3%	22,242	16,650	27,456	16,308	18,833
Director, campus recreation and intramurals	24,297	+ 9.2%	25,091	20,000	25,333	19,903	25,500
Director, campus security	24,640	+ 3.7%	26,602	21,408	28,938	20,791	22,672
Director, church relations	—	—	35,124	25,200	—	23,100	—
Director, community services	30,000	+ 3.1%	31,188	21,000	31,200	21,181	31,519
Director, computer center	34,500	+ 6.4%	36,580	30,400	42,699	29,200	32,667
Academic operations	32,069	—	32,952	31,000	35,000	26,273	27,507
Administrative operations	32,000	—	35,500	28,000	37,560	26,667	29,352
Director, development and alumni affairs	31,500	- 8.5%	35,000	27,600	39,209	28,000	29,094
Director, educational-media services	26,000	+ 5.7%	29,218	20,950	31,270	21,500	27,105
Director, food services	27,636	+ 3.3%	29,150	25,000	32,664	24,800	21,143
Director, foreign students	24,580	+ 0.3%	26,817	22,440	25,198	22,473	24,900
Director, information office	26,965	+ 5.2%	28,380	23,000	30,000	22,680	25,550
Director, information systems	37,680	+ 5.3%	37,680	37,020	41,200	31,800	36,708
Director, institutional research	32,503	+ 2.2%	33,749	27,445	36,864	27,000	30,733
Director, internal audit	31,900	+ 4.8%	32,006	30,500	32,783	24,033	29,100
Director, international-studies education	33,600	+ 3.3%	—	27,300	—	26,816	29,209
Director, learning-resources center	29,543	+ 4.8%	32,436	22,500	33,152	23,094	32,400
Director, legal services	45,200	+ 5.1%	45,000	50,000	46,122	36,002	38,748
Director, library services	32,050	+ 5.5%	36,324	27,450	42,000	27,564	30,010
Director, news bureau	22,910	+ 2.9%	26,806	19,800	26,340	18,800	20,765
Director, personnel and affirmative action	29,285	+ 1.6%	30,529	27,452	32,300	24,070	31,452
Director, publications	25,165	+ 4.8%	27,326	22,906	28,416	22,000	24,100
Director, purchasing	26,998	+ 5.1%	28,365	24,240	30,494	21,850	25,782
Director, risk management and insurance	32,455	+ 6.6%	32,455	31,700	33,915	—	27,079
Director, special and deferred gifts	29,282	+ 0.0%	32,400	28,400	33,800	26,000	27,950
Director, student activities	24,464	—	26,942	19,719	27,600	19,251	26,100
Director, student counseling	29,700	+ 5.3%	32,441	25,000	33,650	24,717	30,000
Director, student financial aid	26,380	+ 5.1%	29,000	22,484	31,327	22,685	26,556
Director, student health services							
Physician	53,032	+ 9.3%	54,690	47,389	55,399	39,900	21,804
Nurse	19,721	+18.5%	21,686	17,820	20,903	17,760	22,530
Director, student housing	22,300	+ 0.8%	27,100	19,250	29,050	19,136	18,741
Director, student placement	25,398	+ 4.6%	28,415	22,050	29,430	22,000	25,235
Director, student union	27,500	+ 5.0%	30,100	22,000	31,529	22,050	24,192
Dean, architecture	54,500	+ 5.8%	54,450	—	56,400	48,222	—
Dean, agriculture	52,500	+ 9.2%	52,500	—	56,500	39,140	28,800
Dean, arts and letters	43,500	+ 8.8%	43,984	40,224	49,700	35,560	37,215
Dean, arts and sciences	48,800	+ 4.9%	48,288	49,117	52,500	45,000	37,760
Dean, business	45,500	+ 5.0%	45,475	45,500	53,988	40,000	36,297
Dean, communications	40,657	+13.2%	41,000	34,487	50,000	34,044	36,913
Dean, continuing education	37,000	+ 5.5%	38,823	33,000	44,100	31,600	34,294
Dean, dentistry	74,808	+ 6.9%	74,000	79,499	75,500	—	—
Dean, education	46,200	+ 3.5%	48,000	39,433	49,200	38,352	42,000
Dean, engineering	55,824	+ 3.3%	54,319	59,700	62,350	42,100	37,900
Dean, experimental programs	—	—	—	—	—	—	34,500
Dean, extension	41,663	+ 1.6%	42,150	—	50,847	33,760	35,845
Dean, fine arts	42,300	+ 0.9%	45,055	37,600	48,500	36,200	37,211
Dean, graduate programs	48,000	+ 4.7%	50,000	41,000	50,000	40,000	—
Dean, health-related professions	41,547	+ 8.8%	41,800	30,000	49,200	37,000	38,250
Dean, home economics	—	—	47,687	—	52,000	35,384	34,357
Dean, humanities	37,088	+ 8.4%	39,141	30,693	47,585	32,547	36,920
Dean, instruction	—	—	—	—	—	—	42,128
Dean, law	72,475	+ 6.9%	70,000	74,214	73,200	61,000	—
Dean, library and information sciences	47,904	+10.1%	47,904	47,600	48,000	47,500	38,362
Dean, mathematics	36,235	+ 7.8%	37,760	30,133	42,120	31,048	37,175
Dean, medicine	98,000	+13.0%	92,100	121,000	99,700	—	—
Dean, music	41,145	+ 8.3%	45,372	38,454	49,233	34,267	27,425
Dean, nursing	40,863	+ 4.8%	41,842	38,000	49,000	37,654	33,964
Dean, pharmacy	59,730	+ 5.8%	60,100	—	—	—	—
Dean, sciences	40,215	+12.6%	41,888	33,563	49,514	36,737	37,964
Dean, social sciences	37,950	+14.7%	38,860	29,569	48,072	33,697	37,950
Dean, social work	50,000	- 0.4%	52,500	38,262	54,387	37,198	—
Dean, special programs	—	—	—	28,339	—	29,656	33,000
Dean, undergraduate programs	44,099	+ 7.6%	45,333	39,453	46,300	38,000	37,531
Dean, veterinary medicine	—	—	66,900	—	68,000	—	—
Dean, vocational education	38,279	+ 1.9%	38,489	—	—	38,608	37,416

— No data
Note: Data are intended only to provide a broad overview.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

NEW FROM
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John D. Millett

CONFLICT IN HIGHER EDUCATION
State Government Coordination Versus Institutional Independence

This new book provides a balanced and comprehensive analysis of the troubled relationship between state governments and institutions of higher education. Using extensive findings from research John Millett and his associates conducted in twenty-five states, the book (1) documents the current degree of state regulation of public colleges and universities; (2) clarifies the main areas of state concern; (3) shows how these concerns often conflict with institutions' goals and desire to be independent; (4) points out specific areas of conflict between state governments and institutions; and (5) suggests ways to reduce conflict, improve cooperation, and reconcile the interests of the two.

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Millett includes an in-depth discussion of two major points of conflict between states and institutions: first, how to clearly define the purposes or missions of diverse types of institutions and to regulate instructional and research programs accordingly; and, second, how to fairly distribute resources among the different institutions, so that faculty aspirations, student interests, and institutional ambitions are not undermined. He also offers detailed information about the financing of higher education, examines key issues concerning external constraints on academic freedom, and points out problems likely to arise in the immediate future, along with recommendations for solving them.

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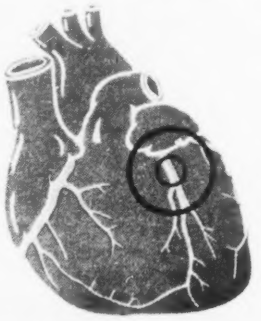

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An anticoagulant that may prove effective in treating people for heart attacks is now being tested. Circled area, above, is enlarged on Page 7 to show effects of treatment.

Tuition increases at most colleges and universities next fall will be several percentage points above last year's inflation rate. Story on Page 3.

The Supreme Court will not review North Carolina's controversial desegregation agreement with the U.S. government. Story on Page 11.

Engineering deans are trying to have the National Science Foundation converted into a National Science and Engineering Foundation. Story on Page 11.

New assistant professors in some disciplines earn an average of $8,000 more than their counterparts in other fields, according to two surveys. Story on Page 15.

Officials of the N.C.A.A. are debating how to divide the money from a $96-million contract for televising Division I basketball tournaments. Story on Page 23.

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Justices Approve Curb on Role of Teachers

Voice in decision making may be limited, they say

By BEVERLY T. WATKINS

WASHINGTON

Faculty members at public colleges and universities have no constitutional right to a voice in policy decisions made by their institutions, the Supreme Court said last week.

"Faculty involvement in academic governance has much to recommend it as a matter of academic policy, but it finds no basis in the Constitution," wrote Justice Sandra Day O'Connor in the Court's majority opinion.

Excerpts from the Supreme Court opinions on faculty participation in campus decision making begin on Page 18.

The decision reversed a federal district court's ruling in a Minnesota community-college case that the exclusion of nonunion members from special committees that discussed policy issues with the college administration violated the First and Fourteenth Amendments.

Four Justices joined Justice O'Connor's majority opinion. A sixth Justice, Thurgood Marshall, agreed with the Court's decision to overturn the lower court but disagreed with the opinion. The other three Justices dissented, with both John Paul Stevens and William J. Brennan writing opinions.

"The Constitution does not grant to members of the public generally a right to be heard by public bodies making deci-

Continued on Page 18, Column 1

Is UNESCO Worth Saving? If It Is, at What Price?

By MALCOLM G. SCULLY

PARIS

The United Nations Educational, Scientific, and Cultural Organization is seriously, if not terminally, ill, in the view of almost everyone associated with it.

However, few at its headquarters here agree on a cure for what ails the 38-year-old agency. Some question whether it is worth saving at all, but most scientists, scholars, and diplomats who have worked with UNESCO say that it should not be abandoned because of its present ill health.

Created in a spirit of optimism and determination at the end of World War II, UNESCO was dedicated to the idea that calamities such as war could be avoided through greater international understanding and cooperation. "Since wars begin in the minds of men," its constitution begins, "it is in the minds of men that the defenses of peace must be constructed."

UNESCO, the constitution adds, would "contribute to peace and security by promoting collaboration among the nations through education, science, and culture in

Continued on Page 26, Column 1

Critics say UNESCO headquarters, shown here, are riddled by mistrust and intolerance.

PHOTOGRAPH FOR THE CHRONICLE BY STEVE MUREZ, BLACK STAR

Scientists Fear Effects of Government's Security Rules

By KIM McDONALD

WASHINGTON

Efforts by the United States government to curb the flow of technical data to hostile countries are worrying many scientists, who fear that a lack of coordination between the Commerce and Defense Departments and among officials in each of those agencies could result in severe restrictions on scientific communication.

"There is an uneasiness not only with the Defense Department, but with other agencies," said C. Peter Magrath, president of the University of Minnesota. "There are people in the woodwork who do not appreciate the sensitivity of universities and other government contractors concerning the need for open communication."

Mr. Magrath and other university people who serve on a panel that regularly advises the Defense Department on university concerns say Pentagon research officials are understanding of their concerns and have given them a voice in developing the department's policies that affect academic researchers.

But many scientists and their Washington representatives say those officials are frequently overruled by others in the department who are less sympathetic to the problems of university research and to openness in science.

In addition, some scientists say, there appears to be little coordination among government agencies on the development of uniform federal procedures to protect national security information, despite the creation of an interagency group by the

Continued on Page 12, Column 1

BETTMANN ARCHIVE

New Scholarly Books for Spring, 1984

A biography of Ty Cobb (*left*), one of the greatest outfielders in the history of baseball, is among the forthcoming books by scholars that will examine elements of the American experience.

For details, see the "Scholarship" section, beginning on Page 5.

'In' Box

The Academy of Independent Scholars is seeking financial help.

The four-year-old organization, made up primarily of senior scholars and "other professionals arbitrarily forced into retirement," continues to receive funds from foundations and government agencies, mainly for specific projects. But Lawrence Senesh, its director and a co-president, says it also needs an extra $50,000 for operating expenses in 1984.

Although its membership, now about 400, has been growing, the cost of its services is several times as high as its income from dues of $30 per year. Mr. Senesh acknowledges concern over a projected deficit but asserts that the academy is still "very much alive"—seeking new members as well as contributions.

For a copy of its latest prospectus, write to the Academy of Independent Scholars, 970 Aurora, Campus Box 64, Boulder, Colo. 80309.

•

Laboratory equipment, computers, cars, and furniture are among several hundred thousand dollars' worth of donations from private businesses that 21 private colleges and universities in the South have received, sold, and traded among themselves in recent months through an independent "Company/College Gifts-in-Kind Clearing House" at Davidson College.

The nonprofit program is looking to expand, says its executive director, James W. Herring. He can be reached at Davidson College, Davidson, N.C. 28036; (704) 892-2000.

•

$1,000,000,000,000 is the approximate value of all private, state, and local employee-pension funds in the U.S., notes a report by the Investor Responsibility Research Center, Inc., a not-for-profit corporation. According to some projections, the report adds, the funds' assets could reach $4-trillion by 1995.

Some of the largest pension funds are for educators. The Teachers Insurance and Annuity Association and the College Retirement Equities Fund, with nearly 400,000 participants in higher education, have about $30.6-billion in combined assets. Other big funds, according to *Pension & Investment Age*, include the New York State Teachers' Retirement System ($11.3-billion), the California State Teachers' Retirement System ($10.5-billion), and the Teacher Retirement System of Texas ($8.6-billion).

That kind of economic clout, suggests the Investor Responsibility Research Center, provides an important context for what it says is a growing public debate over efforts to increase the role of participants in the funds' investment decisions, especially in the realm of "social investing."

The center's report, *New Directions in the Investment and Control of Pension Funds*, describes the development of pension funds and pressures to change them.

The report, which costs $25, may be ordered from the I.R.R.C., Suite 900, 1319 F Street, N.W., Washington 20004.

Personal & Professional

Salaries of New Assistant Professors Vary More Than $8,000 Across Disciplines

Average in best-paying field is close to $29,000, but in some others it's less than $20,000

By JEAN EVANGELAUF

New assistant professors in some disciplines at four-year colleges this year are earning over $8,000 more, on the average, than their counterparts in other fields, according to two national surveys by the College and University Personnel Association and Appalachian State University.

In accounting, business, and engineering, for example, newly hired assistant professors are receiving average salaries ranging from about $23,700 to nearly $29,000, while their peers in such fields as history and foreign languages are still earning salaries in the upper teens.

The differences are so marked that assistant professors in some fields are being paid more than associate professors in many other disciplines.

"The marketplace is working its will," said Richard Davis Howe, the surveys' research director and professor of higher education and history at Appalachian State.

At public institutions, survey results show that newly hired assistant professors of accounting are being paid an average of $26,862 this year—21 per cent more than the average for all new assistant professors. In contrast, the average salary of new assistant professors of foreign languages is $18,793, or 16 per cent below the overall average.

At private institutions, meanwhile, new assistant professors of business and management are earning $26,963, while their counterparts in physics and mathematics are earning less than $21,000.

The data, based on reports by college and university administrators, covered 31,585 faculty members at 355 private institutions that belong to the American Council on Education, and 46,837 faculty members at 215 member institutions of the American Association of State Colleges and Universities.

Mr. Howe emphasized that the surveys did not include data for department chairmen, whose salaries tend to be higher because of their administrative responsibilities. "It's just the full-time faculty, the people in the trenches," he said.

A table of average faculty salaries in selected fields appears on Page 17.

Overall, the average salary of all faculty members at the public institutions was 5 per cent higher than that of their counterparts at private institutions—$27,395 versus $26,080. At every rank except full professor, faculty members at public institutions earned more than those at private colleges.

Among full professors in private institutions, the highest average salaries were $42,393 in engineering, $40,014 in business administration, and $39,081 in business economics. In public colleges, professors of accounting led with salaries of $37,018.

The surveys, which Mr. Howe said were the largest of their kind, were the third set to be conducted by the personnel association in the past two years. He cautioned against comparing the results from year to year, however, because the participating institutions and fields included have been changed.

Reports of the latest results include the distribution of faculty members in the various ranks for each field. "This highlights the differences between new and old fields," Mr. Howe said.

At private institutions, for example, 15 per cent of the faculty members in computer and information sciences were full professors. In the "old" field of philosophy and religion, however, 41 per cent of the faculty members were full professors.

In addition, the reports include the highest and lowest salaries reported for each rank by field. Next year the association plans to include data on salaries by race and sex, Mr. Howe said.

The two reports are available from the College and University Personnel Association, 11 Dupont Circle, Suite 120, Washington 20036. The price of each is $10 for association members and $20 for nonmembers.

Copies of the reports have been sent to the colleges that participated in the surveys. Special studies that compare salaries for selected groups of institutions are available for $150.

New National Program Lets Faculty Members Sample Academic Life on Other Campuses

By SCOTT HELLER

A faculty-exchange program that works something like a computerized dating service has begun screening applicants for its first set of "matches"—and more than 50 applicants are waiting to learn whether they will be spending part of the next academic year elsewhere in the United States.

Although programs that send American educators to foreign institutions abound, the National Faculty Exchange is one of only a few that attempt to match college teachers and administrators with institutions of their choice in this country.

Developed last year with a $50,000 grant from the Exxon Education Foundation, the exchange program so far has signed up 45 institutions, mainly mid-sized, state-supported colleges and universities. For a $200 membership fee, the N.F.E. acts as an exchange broker for the institutions, attempting to find places for faculty members who apply for temporary positions at other institutions within the exchange.

For a $15 fee, the N.F.E. supplies lengthy application forms to the faculty members and forwards them to colleges and universities in which a candidate has expressed interest. Departments at those institutions assess the candidates and then the N.F.E. completes the matchmaking—either finding places for applicants who have been approved by institutions they chose, or suggesting alternatives.

The exchanges need not be one to one. The N.F.E. works with coordinators on campuses to determine whether the position of an applicant who wants to leave must be filled directly, or whether the college is willing to place someone in another department. Salaries are paid by the applicants' home institutions.

Access to Resources

Claudine SchWeber, an assistant professor of criminal justice at the State University of New York College at Buffalo, is one faculty member awaiting word on a possible exchange. She hopes to facilitate her research on dispute settlement by switching to Towson State University for a year. There she would have easy access to research resources in the Washington area, including the Federal Mediation and Conciliation Service.

"I want to connect with some of these people in D.C.," Ms. SchWeber said. "I want our students to know there are other ways of dealing with negotiations and mediation in the criminal-justice profession."

Ms. SchWeber said the exchange process gave faculty members a chance to "go to another place and sort of vacuum your brain." In addition to the research opportunities at Towson State, she said, she looks forward to the "cross-fertilization" of ideas that can occur in a new teaching environment.

Coordinators of the N.F.E. said most of the participating colleges viewed it as part of their own efforts for faculty and staff development. The colleges can use the exchange to develop new courses and programs, they added.

"The program has enormous potential—we can see ways to really 'network' from campus to campus," said Bette A. Worley, executive director of the N.F.E. and assistant to the vice-chancellor for academic affairs at Indiana University–Purdue University at Fort Wayne.

Ms. Worley also directs the National Student Exchange, which places an average of 2,200 students a year in about 70 colleges and universities. She said demands from some of those institutions had led to an equivalent service for faculty and staff members.

The N.F.E. responds to a need for per-

Continued on Page 17, Column 1

FACT-FILE

Average Faculty Salaries by Rank in Selected Fields, 1983-84

	355 Private Institutions						215 Public Institutions					
	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks	Professor	Associate professor	Assistant professor*	New assistant professor	Instructor	All ranks
Accounting	$37,018	$30,826	$26,158	$26,862	$20,372	$28,918	$38,016	$30,940	$25,193	$23,692	$19,693	$28,534
Agribusiness and agricultural production	33,038	25,922	22,579	22,229	18,642	27,618	—	—	—	—	—	—
Anthropology	34,366	27,902	22,301	19,297	—	29,014	36,387	27,828	21,922	—	—	28,844
Architecture and environmental design	34,037	27,343	22,918	21,664	—	26,785	33,887	31,093	21,916	21,000	21,750	29,020
Area and ethnic studies	33,428	28,545	24,709	—	22,006	27,248	—	—	—	—	—	—
Audiology and speech pathology	34,328	27,475	22,663	21,076	19,008	26,930	38,548	26,198	22,333	—	17,409	26,281
Business administration and management	35,407	29,983	26,449	25,618	19,796	28,880	40,014	30,017	24,322	24,370	18,339	28,942
Business and management	36,216	30,141	25,912	26,558	19,046	28,901	38,028	30,147	25,265	26,063	20,068	29,257
Business economics	35,331	29,030	24,739	25,110	20,577	28,720	39,081	29,420	23,647	22,589	20,637	28,988
Chemistry	33,344	27,351	21,683	20,669	17,377	29,312	33,361	25,676	20,627	19,394	16,118	28,077
Communications	33,396	26,856	22,010	21,128	17,616	25,113	32,225	25,512	20,546	20,232	16,417	23,702
Communications technologies	31,315	26,823	22,725	—	—	25,644	—	23,205	19,950	—	—	20,455
Computer and information science	36,023	30,631	26,042	25,549	20,055	27,894	35,634	28,470	24,342	23,161	19,422	26,144
Curriculum and instruction	34,348	27,822	22,703	—	17,997	28,344	35,424	29,583	21,299	—	—	30,292
Dramatic arts	33,838	26,282	20,731	18,896	17,295	25,450	33,242	25,117	20,166	19,463	17,038	24,008
Education	33,334	27,760	22,258	21,255	16,797	28,103	31,693	25,423	20,885	19,534	17,058	25,423
Education administration	35,653	27,398	22,886	—	19,928	30,346	29,067	27,319	21,538	—	—	25,629
Engineering	36,191	29,936	25,439	25,743	20,824	30,559	42,393	31,705	28,438	28,662	22,563	35,569
Fine arts	31,520	25,692	21,025	19,476	17,744	25,755	31,857	24,189	19,950	18,892	16,882	24,046
Foreign languages	33,647	27,290	22,207	18,793	18,340	27,179	32,822	25,773	20,801	19,182	16,940	25,404
Geographical sciences	33,153	26,820	22,466	21,811	17,754	28,016	38,644	28,565	23,402	—	—	31,707
Geography	33,598	26,813	22,560	—	20,247	28,128	36,178	27,627	22,805	—	—	28,642
History	33,022	26,921	22,308	18,605	16,988	29,270	32,561	25,760	20,348	19,125	16,651	27,522
Home economics	31,589	26,250	22,175	20,309	18,013	24,138	28,919	22,582	19,412	—	15,983	20,563
Industrial arts education	33,547	27,064	23,012	22,116	18,614	27,347	—	—	—	—	—	—
International relations	—	—	—	—	—	—	35,863	28,672	—	—	—	32,691
Letters	32,867	26,734	21,875	19,634	16,977	26,296	31,608	24,633	19,740	19,002	15,725	24,718
Library and archival sciences	35,026	26,805	21,373	—	16,837	23,823	—	22,541	18,836	—	16,629	20,649
Life sciences	32,857	26,657	22,003	21,022	17,794	28,367	33,484	25,843	21,090	20,508	15,800	27,023
Mathematics	33,745	27,903	23,144	22,549	16,865	26,971	34,633	25,676	21,427	20,635	17,093	26,007
Multi-interdisciplinary studies	32,711	27,726	22,448	—	17,702	26,577	35,263	27,727	23,453	—	16,040	24,391
Music	32,536	26,149	21,698	20,363	18,291	26,076	29,566	23,757	19,430	18,888	16,158	23,476
Nursing	33,185	26,943	22,039	21,378	19,034	23,005	31,111	24,707	20,253	19,586	16,891	20,885
Philosophy and religion	33,140	26,746	21,375	19,158	18,226	27,725	30,991	25,217	20,304	19,122	16,404	25,945
Physical education	32,727	27,146	23,243	21,002	19,071	25,520	29,568	23,998	20,329	17,885	16,747	21,848
Physical sciences	32,654	27,893	23,564	21,637	18,381	28,165	28,949	24,645	19,923	—	16,678	23,836
Physics	34,312	27,494	22,846	21,659	18,328	29,660	36,461	27,650	22,348	20,998	17,353	30,538
Political science	33,455	26,823	21,674	19,826	17,965	27,981	35,216	26,669	21,319	20,307	17,617	27,791
Psychology	33,211	27,052	21,920	20,421	17,638	28,159	33,616	25,088	20,211	19,982	16,183	26,129
Reading education	31,419	25,966	22,816	—	—	27,531	39,064	27,956	20,801	—	—	26,363
Secretarial and related programs	32,139	27,108	22,876	—	17,713	24,767	—	22,279	17,267	—	14,829	18,025
Social sciences	33,226	27,392	22,770	21,470	18,573	27,231	31,609	24,263	19,999	20,212	16,712	23,955
Sociology	33,924	26,813	21,740	20,371	18,757	26,848	33,576	25,240	20,366	20,137	16,523	25,385
Special education	33,232	27,173	22,547	22,223	18,585	27,091	29,348	22,824	19,144	—	17,191	22,336
Student counseling and personnel services	32,569	26,563	21,955	21,670	18,823	28,290	28,859	24,991	—	—	—	25,084
Teacher education, general programs	32,577	27,255	23,226	23,003	19,907	28,272	27,440	23,223	19,072	19,981	15,732	22,696
Theology	—	—	—	—	—	—	30,903	25,167	20,901	19,003	16,875	25,587
Visual and performing arts	32,528	26,088	21,289	20,092	17,342	25,899	30,338	24,441	19,913	19,961	17,215	23,464
All major fields	**$33,552**	**$27,483**	**$22,927**	**$22,245**	**$18,520**	**$27,395**	**$33,776**	**$26,086**	**$21,373**	**$21,023**	**$17,178**	**$26,080**

* Includes data for new assistant professors

— Indicates fewer than 10 positions in a rank or fewer than 50 overall. The data are included in the averages for all ranks and for all fields.

SOURCE: COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

New Faculty-Exchange Program Begins

Continued from Page 15

sonnel changes at a time of drastically decreasing mobility in higher education, Ms. Worley said. Unlike the mid-1970's—when jobs were plentiful, attendance at conferences was the norm, and sabbaticals were widely available, she said—life in academe is now too often stagnant.

"It's a real eye-opener to get off your own campus for a change," said the N.F.E.'s associate director, Wendel L. Wickland, director of special programs at the State University of New York College at Buffalo. When people remain at one institution, he said, "it's very easy to concentrate on problems—to see only the negative. Once you start getting off your campus, you see what was good about where you were. It's a breath of fresh air."

Those intangibile benefits are often overshadowed by career considerations and logistical problems, the N.F.E.'s coordinators acknowledged. They said they urged exchange applicants to weigh the effects of academic displacement—the fear, Mr. Wickland said, that leaving their home campuses, even for only for a semester, will hurt their careers—as well as of moving costs and the need to uproot family members and find new housing.

Ralph V. Norman, vice-provost of the University of Tennessee at Knoxville, coordinates the N.F.E. program there. He said it was most suited for faculty members at mid-career—those who have gained tenure and established themselves in their field of research.

"It would typically be a person who has done well already in what faculty are expected to do, and is now interested in exploring the resources and collegiality of another place," Mr. Norman said.

Most Applicants Tenured

Of the N.F.E. applicants so far, about two-thirds are in the fine arts, the liberal arts, or education—disciplines that Ms. Worley said "originally were the ones with the most need for this sort of program." All but a handful of the applicants are faculty members, and all of them are tenured.

One administrator has applied so far—Lawrence W. Belle, assistant vice-president for faculty and program development at the Rochester Institute of Technology. He said he hoped to learn about another institution's mechanisms for strategic planning in an exchange of one to three months. Although strategic planning has little to do with his work at R.I.T., he said, the institution has given him permission to go.

"I am genuinely interested in the question, just intellectually," he said, "and maybe someday I can do it here or somewhere else. If I gain some skills in strategic planning, that will be one more thing I can do that will make me useful to someone."

More information about the National Faculty Exchange and the National Student Exchange may be obtained from Bette A. Worley, National Faculty Exchange, 2101 Coliseum Boulevard East, Fort Wayne, Ind. 46805; telephone (219) 482-5736.

The Faculty Exchange Center, an informal national clearinghouse, produces a directory for faculty members interested in arranging temporary exchanges for themselves. The center's address is 952 Virginia Avenue, Lancaster, Pa. 17603.

There are several regional exchange programs, including one run by the Southern Regional Education Board, as well as programs in California, Michigan, and Pennsylvania.

Critical Thinking and Values: Walking the Tightrope

A conference for those concerned with the place of values in the curricula of higher education and an opportunity for the exchange of views and methods on the treatment of values issues in the classroom.

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Side-lines

Southern Methodist University has set its lawyers to work to find out who sent out bogus letters on fake S.M.U. stationery in an attempt to undermine the university's football recruiting efforts.

The letters, which were sent to at least two top high-school prospects, said that a six-month-old National Collegiate Athletic Association investigation of the university's football program had been completed and that sanctions had been imposed.

An investigation of S.M.U. by the N.C.A.A. is indeed in progress, but the association has made no charges against the university.

Bob Hitch, athletic director at Southern Methodist, said it was difficult to tell just how much the letters had affected the recruiting of football players.

He did note, however, that one sought-after player had told the university that the N.C.A.A. investigation was one of the reasons he went elsewhere.

"We're going to a lot of effort to find out who wrote the letter," Mr. Hitch said. "We feel that this could be a good way to set an example to people who don't belong in college athletics to stay out of it."

He said the case was probably not a matter for the N.C.A.A. to investigate and that it would probably be pursued in the courts under the mail-fraud laws.

▪

Byron, Shelley, and Keats, not well known for their athletic prowess, have nevertheless been linked to Louisiana Tech University's most vaunted exponent of the slam-dunk, a maneuver in which a basketball player leaps high in the air to deposit the ball directly and forcefully into the goal.

To publicize the outstanding performances of its 6-foot-9-inch, 250-pound sophomore, Karl Malone, known as The Mailman because "he always delivers," the university has distributed to reporters 500 bookmarks, to each of which is attached a small piece of glass.

The recipients were alerted to the significance of the shard by a statement on the bookmark:

"To show that he [The Mailman] believes in finesse as well as sheer, bone-cracking power, he wants you to have this Karl Malone Bookmark, accented by a piece of the second backboard he shattered, for you to use on those quiet, penetrating occasions when you share your thoughts only with Byron, Shelley, Keats, and maybe a ham sandwich."

▪

Prompted by assaults on female joggers, members of the Kappa Delta Rho fraternity at the University of Oregon struck upon the idea of establishing what they say is the country's first joggers' escort service for women.

Each week, from five to 15 women use the service, now more than a year old. A client is picked up at her door by a male jogger and accompanied on her own route at her own speed for whatever distance she wishes to run.

Athletics

NCAA Weighs Plans to Divvy Up Money from a TV-Rich Basketball Tournament

By N. SCOTT VANCE

Leaders of the National Collegiate Athletic Association are debating how to divide the money from a record-breaking, $96-million contract for televising the annual Division I basketball tournaments from 1985 through 1987.

That sum is nearly twice as much as was paid to the association over the previous three years, and some officials fear that a corresponding increase in prize money for winning teams would tempt more coaches to break recruiting and other rules.

Currently, teams in the tournament divide 60 per cent of the money taken in from the television contract and from ticket sales. The N.C.A.A. spends the remaining 40 per cent on services for its members.

If those proportions were followed for 1985, the top four teams in the 64-team tournament would be paid $737,900 each, up from $614,000 this year and $530,000 in 1983.

In addition, the four teams losing in the regional finals would be paid $590,300 each; the eight teams losing in the regional semifinals would get $442,700; and the 16 losers in the second round would get $295,200. Even the 32 teams losing in the first round of the tournament would get $147,600 each.

Most institutions share their winnings with other colleges in their conferences. But several members of the N.C.A.A.'s executive committee, which decides how to divide the basketball-tournament receipts, believe payoffs of that size would be too high. They want to use a greater proportion of the money to pay for other services.

Among the suggestions:

► Paying *per diem* expenses to teams participating in N.C.A.A. championships in all sports. Such expenses were paid until the association began sponsoring women's championships in 1981, when doing so became too expensive.

► Financing catastrophic-injury insurance for athletes, which institutions will soon be able to purchase on their own, for up to $7,500 annually.

► Establishing a "quasi-endowment" or reserve fund for the N.C.A.A., to be drawn upon in future years if receipts from television contracts or other sources decreased. No determination of how to spend the money would be made at this time.

The endowment proposal was made to the N.C.A.A.'s executive committee in January by Kenneth J. Weller, president of Central University of Iowa. The committee discussed the matter briefly, then postponed further consideration until its August meeting.

"The amount paid to winning teams is of such a magnitude that it does create a temptation which has led to some abuses," Mr. Weller said.

He said his proposal would succeed in putting a cap on those payoffs, while at the same time not offending officials at institutions with prestigious basketball teams. Many of those officials oppose using money earned by the Division I championship tournament to benefit institutions in other divisions.

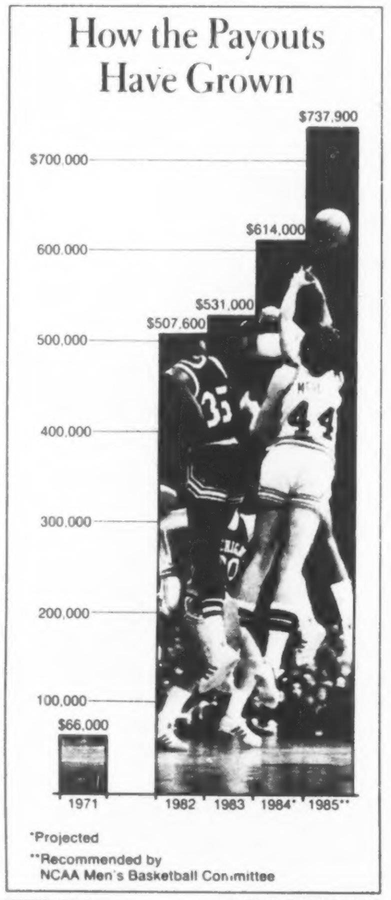
At its January meeting, the executive committee also received a recommendation from the N.C.A.A. men's basketball committee, which urged that no changes be made in the way tournament revenues are divided.

David R. Gavitt, chairman of the basketball panel and commissioner of the Big East Conference, said his committee had concluded that the higher payoffs would not be too large.

About 90 per cent of the institutions in the tournament belong to conferences that require them to share the prize money with other conference members, he noted. As a result, he added, about 260 of the 278 institutions in Division I get some income from the tournament.

Mr. Gavitt also pointed out that an institution gets about $600,000 if its football team appears on television during the season, and often far more than that for appearing in bowl games.

"That indicates that we're not out of line here," he said.



*Projected

**Recommended by NCAA Men's Basketball Committee

SOURCE: N.C.A.A. CHART BY TYLER FEATHER

Money paid to each of the four finalists in the N.C.A.A. basketball championship has gone up dramatically in recent years.

Schools Found Not Telling Athletes About Academic Rules

CLEMSON, S.C.

Most high-school principals know about the new academic requirements for freshman college athletes that were adopted over a year ago, but fewer than half of them have taken steps to inform their students of the changes, a new survey indicates.

The survey's authors, three associate professors of education and an athletic counselor at Clemson University, also concluded that the National Collegiate Athletic Association had not fulfilled its obligation to inform high-school officials and athletes of the requirements.

The requirements were adopted by the N.C.A.A. in January, 1983, and are embodied in what is commonly referred to as "Rule 48," which takes effect in 1986. Starting in August of that year, college freshmen who want to compete in athletics must have scored at least 700 (out of a possible 1,600) on the Scholastic Aptitude Test or at least a 15 (out of 36) on the American College Testing Program's examination, and have at least a 2.0 (out of 4.0) high-school grade average in a specified curriculum of 11 courses.

Those who fail to meet the requirements will be allowed to attend universities on athletic scholarships, but will not be eligible to compete in their first year. The rule applies only to 277 institutions in the National Collegiate Athletic Association's top competitive bracket, Division I.

Repeated Predictions

The rule's proponents have repeatedly predicted that its adoption would prompt high schools to make sure that their top athletes were taking college-preparatory courses, passing them, and learning enough in the process to meet the standardized test-score requirement.

But that has not yet happened, according to the survey's authors.

"The kids that will be affected by this rule are sophomores now," said Gene Jenkins, one of the study's authors and an associate professor of education, "so you would think there would be immediate action by the high schools, not only because of the 11 academic courses that will be required, but also because of the minimum test-scores."

The other authors of the survey are John H. Walker and Marvin C. Woodson, Jr., also associate professors of education, and Joseph R. White, Jr., the academic athletic director at Clemson.

In light of such inaction, the authors said, the N.C.A.A. has "a particular responsibility" to make sure high-school officials know the particulars of the rule, so that they can counsel potential college athletes about it.

The association should distribute information to schools free of charge, the researchers said, including audio-visual ma-

Continued on Following Page

Academic Program Found Most Important in Recruiting Football Players

BOULDER, COLO.

The quality of a university's academic program is more important to college-bound football players than is the prowess of its athletic teams, according to a new survey.

Of 666 freshman football players at 30 universities, 88 per cent said their institution's academic program was a "very important" part of their decision to attend it. No other factor, including the institution's national ranking in football, was considered as important by as many players.

In addition, when the players were asked to rank the "one thing you liked most about the university" they decided to attend, 33.1 per cent listed the "people and atmosphere," 24 per cent the academic program, and only 21 per cent the athletic program.

"The important point to make about this particular survey was that it was taken during August, before the students had had a chance to become deeply involved in football or in school," said Charles M. Neinas, executive director of the College Football Association, which conducted the survey. "We were trying to get an uncluttered view of why the athletes chose a particular institution by asking them before they had a chance to settle in there."

Mr. Neinas added that the survey results substantiated those of another C.F.A. poll conducted during the 1980-81 academic year. In that study, athletes listed academic programs as a very important part of their decision to choose one institution over others.

The athletes were asked to rank nine factors as "very important," "somewhat important," or "not very important" in helping them decide which institution to attend. Following are the nine factors and the percentage of athletes who listed them as being "very important":

Academic program	88.3%
Personality of recruiters	70.8%
Location of the institution	54.4%
Bowl-game participation	44.0%
National football ranking	42.1%
Television exposure of teams	28.6%
Condition of stadium	24.2%
Media coverage	24.2%
Number of players who have turned professional	20.5%

The survey, which was conducted in August, 1983, also found that:

- ▶ Just under 3 per cent of the students thought they had been misled by recruiters.
- ▶ About 84 per cent said recruiters should be allowed to visit high-school athletes more than the three times allowed by the National Collegiate Athletic Association.
- ▶ About 44 per cent said their parents were the most helpful people in their deciding on an institution; about 19 per cent said a college coach was most helpful; and about 11 per cent listed themselves as being most helpful.
- ▶ Fewer than 2 per cent said they would rather attend another institution.

Of the 30 institutions whose athletes participated in the survey, five belong to the Atlantic Coast Conference, five to the Southeastern Conference, four to the Big 8 Conference, four to the Southwest Athletic Conference, and three to the Western Athletic Conference; nine institutions are not affiliated with any conference.

The results of the survey appear in this month's issue of the newsletter *CFA Sidelines*.

The C.F.A. is an association of 60 colleges and universities that field some of the country's most powerful football teams.

—N. SCOTT VANCE

Nebraska Vows to Prosecute Cheaters

LINCOLN, NEB.

The University of Nebraska board of regents has resolved to take legal action against anyone who causes the university's athletic department to violate rules of the National Collegiate Athletic Association or the Big 8 Conference.

Robert Simmons, Jr., the board member who proposed the resolution, argued that it would be a dereliction of duty if the regents did not protect the university against the overzealousness of sports boosters. The N.C.A.A. and most conferences hold institutions responsible for the actions of their supporters.

The resolution also instructed the university's president to discipline any employee whom he finds responsible for infractions.

The board's action followed recent public comments by Mike Rozier, a former Nebraska football star, which implied that alumni had sent him money while he was at the university. Mr. Rozier later said his statement had been misinterpreted and that he had not taken money from alumni.

Academic Rules for Athletes

Continued from Preceding Page

terials for use by college-bound athletes.

"The N.C.A.A. realizes this is a problem," said Eric Zemper, research coordinator for the association. "We don't have a direct line of communication to high schools across the country, but we're actively pursuing ways of getting the word out. It just takes time."

Mr. Zemper said the N.C.A.A. was talking with officials of national associations of high-school principals, counselors, and athletic directors and hoped they would help to alert schools of the rule's provisions.

"There's no doubt that the results of this survey will only serve to spur that effort on a little bit," Mr. Zemper added.

The survey showed that while 75 per cent of those polled knew of the rule, only 49 per cent had taken measures to insure that their athletes knew about it.

In addition, only 29 per cent of those polled said that, as a direct result of the rule's adoption, they were advising top athletes to take the required 11 academic courses.

Of those who knew about the rule before receiving the questionnaire, 34 per cent were advising their athletes to take the courses, and of those who were not aware of the rule, 11 per cent were advising their athletes to do so.

Surveys were sent to principals at 20 per cent, or 4,688, of the nation's high schools. About 44 per cent responded.

The survey also found that:

- ▶ Twenty-one per cent of those polled disapproved of the rule's reliance on standardized test scores, while only 6 per cent and 7 per cent, respectively, opposed the rule's use of grade and curriculum requirements. Many civil-rights leaders have assailed the rule, contending that its reliance on standardized-test scores discriminates against members of minority groups.
- ▶ Nearly 10 per cent of the principals had "received specific, explanatory information" about the rule from a college or university; 68.4 per cent had learned of the rule from news reports.
- ▶ The schools of nearly 13 per cent had "established communication procedures with parents specifically dealing with implications of the rule."
- ▶ The schools of 11 per cent of the respondents had changed their curricula as a result of the rule's adoption, most of them by changing requirements for graduation or by changing the requirements for participation in sports, or both.

The professors also surveyed the 277 institutions in the N.C.A.A.'s Division I, but said the response rate was so low that the data were of limited use. Of 277 institutions surveyed 60, or 22 per cent, responded.

Most of the institutions said they had 150 or more students participating in athletics. Of those responding:

- ▶ About 52 per cent said that fewer than 15 of their athletes would fail to meet the test-score requirements of Rule 48 if it were in effect today.
- ▶ About 14 per cent said that between 16 and 30 would not qualify.
- ▶ About 10 per cent said that between 31 and 45 would not qualify.
- ▶ About 7 per cent said that between 46 and 60 would not qualify.
- ▶ About 17 per cent said that 61 or more of their athletes would not qualify.

The professors accused the N.C.A.A. of attempting to discourage its members from participating in the Clemson survey, a charge that was emphatically denied by N.C.A.A. officials.

The N.C.A.A. is conducting its own study concerning Rule 48, which it expects to finish in 1985. The study, which will cost the association some $200,000, will track the relationship between athletes' academic performance in college and their high-school grades and standardized-test scores.

That study could provide information indicating that the grade averages and test scores used in Rule 48 should be changed.

—N. SCOTT VANCE

People in Sports

Leo Bemis, men's soccer coach at U. of Pittsburgh, has retired.

Robert A. Bowlsby, interim athletic director at U. of Northern Iowa, to athletic director.

Ron Chismar, assistant football coach at Arizona State U., to football coach at Wichita State U.

Christine Davenport, former all-America hurdler at U. of Iowa, to women's track and field coach at Cornell College.

Larry Kirksey, football coach at Kentucky State U., has resigned, effective immediately.

Ron Murphy, assistant football coach at Wittenberg U., to football coach.

Professionals In Action

Bobby Orr changed the way people think about the sport of hockey. Bob Hamilton is changing the way people think about college bookstores.

Having served as a college business officer, Bob Hamilton recognizes that growing financial pressures require that colleges and universities critically evaluate the management of their operations and services. In the process of planning for the approaching academic year, an ever-increasing number of institutional decision-makers are now giving serious consideration to the alternative of contracting for the professional management of their bookstore operation. College Stores Associates, one of the industry's leaders, can provide you with the financial expertise and experience to dramatically improve your bookstore's performance and "bottom line."

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News Summary

Articles on inside pages

The dramatic increase in the number of students majoring in electrical engineering and computer science is creating an academic imbalance at M.I.T., according to a faculty committee there. Story on Page 3.

Fallen women in the works of Shakespeare, Thomas Hardy, and other writers have become a popular subject of recent literary criticism. Story on Page 5.

The White House named the first recipients of the Presidential Young Investigators Award. List of winners on Page 8.

Colby College is disbanding its fraternities and sororities at the end of the semester. Story on Page 12.

Summaries of the five leading Democratic Presidential candidates' positions on issues relating to higher education will be found on Page 15.

A panel of the National Institute of Education will review the institute's procedures for awarding contracts, following criticism of a $7.7-million contract with Harvard University. Story on Page 17.

Disparities in salaries paid to new assistant professors in different disciplines are facts of academic life to which many faculty members are resigned. Story on Page 27.

Track coaches are disgruntled about the N.C.A.A.'s decision last year to limit the number of competitors in indoor track and field championships. Story on Page 31.

Israel can expect a significant shortage of engineers, physicists, and other natural scientists over the next decade, according to a government report. Story on Page 33.

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Supreme Court Rules Anti-Sex-Bias Law Covers Only College Programs that Get Direct U.S. Aid

Sports scholarships may still be covered by Title IX, NCAA cautions members

By N. SCOTT VANCE

WASHINGTON

Officials of the National Collegiate Athletic Association last week cautioned its members against assuming that a new Supreme Court ruling exempts athletic programs from a federal law barring sex bias.

In fact, athletic scholarships are probably still covered by the law, one lawyer for the association said.

In a case involving Grove City College, the Court ruled 6 to 3 that the receipt of federal aid by one department at an institution did not bring all of that institution's programs under the jurisdiction of Title IX of the Education Amendments of 1972. Title IX bars discrimination in "any education program or activity receiving federal financial assistance."

At Grove City, the Court said, only the student-aid office was subject to Title IX because student assistance was the only federal aid the college received.

Effect on Scholarships

The ruling appears to mean that only those athletic programs that receive federal aid are subject to Title IX, N.C.A.A. officials said. But, they emphasized, exactly what constitutes such aid has yet to be determined by the courts. As a result, they said, colleges should not simply assume that their sports programs are not covered by the law.

In addition, William D. Kramer, a Washington lawyer for the N.C.A.A., said the ruling appeared to leave athletic-scholarship programs firmly under the jurisdiction of Title IX, because the association requires that all sports scholarships be administered as part of a college's overall financial-aid program. He said the ruling

Continued on Page 26, Column 1

WIDE WORLD

Justice Byron R. White wrote the Court's majority opinion in the Grove City College case.

High Court Backs Right of Disabled to Sue Employers

By DONNA ENGELGAU

WASHINGTON

The Supreme Court ruled unanimously last week that a disputed section of the Rehabilitation Act of 1973 prohibits an employer who receives federal funds from discriminating against handicapped employees, even if providing jobs to such persons was not the main purpose of the government's expenditure. Organizations representing the handicapped called the decision a significant victory.

Federal circuit courts of appeal had split

Continued on Page 26, Column 4

Lawmakers move to clarify intent of Congress to construe law broadly

By CHERYL M. FIELDS

WASHINGTON

An entire college is not subject to a law barring sex bias in education just because one of its programs receives federal dollars, the Supreme Court ruled last week.

Women's groups attacked the decision as a stunning setback for equal educational opportunity, because the Court held that only a program receiving federal aid was covered by the law.

Some lawmakers introduced legislation late last week to amend Title IX of the Education Amendments of 1972 to make it clear that Congress intended the law to be applied more broadly than the Supreme Court decided.

Without such legislation, the decision would "cut the guts out of Title IX" and could halt the progress that women have made under the law in admissions, athletics, freedom from sexual harassment, and other areas, one women's-rights leader said.

However, Sheldon E. Steinbach, general counsel of the American Council on Education, said he thought the decision would have a "minimal impact" on campuses. "It will not be seen as an opportunity to roll back the substantial progress that has been made in achieving equality. The law has been absorbed into the manner in which higher education does business. This is not going to be turned back by a technical decision," he said.

The case involved Grove City College, a

Continued on Page 19, Column 1

The texts of the four Supreme Court opinions issued last week in the case of *Grove City College* v. *Bell* begin on Page 19.

TIAA-CREF Reverses Its Position, Will Offer 'Cashable' Annuities

By ROBERT L. JACOBSON

A new pension plan that will allow college and university participants to withdraw up to the full cash value of their accounts at retirement—or whenever they leave their institutions—will be offered next fall by the Teachers Insurance and Annuity Association and the College Retirement Equities Fund.

The plan, referred to as a "cashable group annuity," represents a fundamental change for the two companies. In the past, citing the principle that retired educators should not be able to outlive their pensions, officials of T.I.A.A. and C.R.E.F. repeatedly rejected proposals to let participants trade in their annuity contracts for cash or even for tax-free "rollovers" into other retirement accounts.

They still do not recommend such an approach, said John J. McCormack, Jr., executive vice-president of the companies, in an interview last week. But he said the companies' boards of trustees had approved the new plan so it could be offered

Continued on Page 30, Column 1

A national commission on college retirement has been established by four foundations. Story on Page 27.

A Clue to Simian AIDS

UNIVERSITY OF CALIFORNIA AT DAVIS

Reseachers have isolated a virus that may be causing AIDS in rhesus monkeys (above). Story on Page 5.

Big Jump in Computer-Related Majors Worries MIT

By NINA McCAIN

CAMBRIDGE, MASS.

A dramatic expansion in the number of students majoring in electrical engineering and computer science at the Massachusetts Institute of Technology has strained faculty resources and threatens to upset the academic balance of the institution, according to a faculty committee.

The institute's committee on educational policy warned that the doubling of undergraduate enrollment in the department of electrical engineering and computer science in the last decade "seriously jeopardizes the intellectual balance at M.I.T., and the diversity of interests within the group of students who choose to study here."

Last December the M.I.T. faculty rejected two proposals for limiting enrollment in the department, but it is continuing to search for a solution.

While there is general agreement that unchecked expansion of the department would ultimately threaten the character of M.I.T., attempts to limit enrollment—either before students are admitted as freshmen or at the end of their first year, when they select their majors—run counter to M.I.T.'s long-standing policy of allowing students absolute freedom in choosing their majors.

Currently, almost one-third of the institute's 3,296 sophomores, juniors, and seniors are majoring in electrical engineering and computer science. Of this year's 1,165 sophomores, 380 are majoring in the field, and the policy committee's report predicts that the number of majors could reach from 450 to 500 per sophomore class in the next several years.

The department, which has about 110 faculty members and 600 graduate students, regards 250 undergraduates per class as the optimum number. "Quality of life is the paramount issue," said Joel Moses, the department's chairman. "We have to get back to balance."

Mr. Moses said the pressure resulting from the popularity of the department had cut into faculty research and the development of textbooks, and affected the quality of both graduate and undergraduate teaching.

Stiffer Admissions Standards

He added that the department preferred one of two options presented by the educational policy committee, under which high-school seniors applying to M.I.T. would be required to say whether they planned to major in computer science. Those who did would face stiffer admissions requirements than other applicants.

The other option would require freshmen who wish to major in electrical engineering and computer science to apply, take an examination, and undergo an evaluation process before being admitted to the department in their sophomore year.

During the debate over the proposals, faculty members said the pre-admission screening would create two classes of applicants—one consisting of an "elite" going into computer science and the other consisting of everybody else. Those opposed to the second option, which would evaluate applicants at the end of their first year, said it would place too much pressure on freshmen.

Underused Departments

Arthur C. Smith, chairman of the committee on educational policy and a member of the electrical engineering department, said the committee did not like either option but had been persuaded that some action must be taken, for the health of both the department and the institute as a whole.

The present imbalance leaves other "world-class" departments and faculty members underused, Mr. Smith said. He noted, for instance, that there were only 36 sophomores majoring in mathematics this year and only 11 in management.

The imbalance has also had an unfortunate impact on students, he said.

"In a community where you live together and work together, if, on the average, everybody you meet has the same interests, that's a narrow education."

Mr. Smith said the faculty had rejected both of the committee's proposed solutions because most members felt it was too late to change the rules for next fall's freshman class. He said they wanted more time to make such an important decision. Either option would represent "a major departure for M.I.T.," he said.

At a meeting this month, the committee plans to recommend interim steps to improve advising for students and to make other majors more attractive that might produce a modest increase in the number of students choosing other fields, Mr. Smith said. In addition, some faculty members in other fields may be recruited to help share the teaching load in electrical engieering and computer science, he said.

If none of those measures work, Mr. Smith said, the faculty would be forced to take some more drastic action next fall.

In the long term, the educational policy committee's report said, one solution to the problem would be to "aggressively work to broaden M.I.T.'s image."

"This may mean examining the effects that M.I.T.'s admission requirements, selection criteria, and perhaps even the freshman-year core science requirements have on the diversity of our pool of applicants."

---

comes of $20,000 a year, starting at age 80.

Provost Albert H. Hastorf said the university would assist needy retired professors on an individual basis.

Ousted Graduate Dean Sues U. of Nevada at Las Vegas

The dean of the graduate college at the University of Nevada at Las Vegas has filed suit in federal court against several university officials, charging that a plan to remove him from his position violated his constitutional rights.

Last year, James F. Adams was issued a terminal contract, ending in June, 1984. Mr. Adams, who is a tenured professor of psychology, said his ouster had resulted from his outspokenness about changes the board of regents made in a university code.

In his suit, Mr. Adams seeks a preliminary injunction barring his removal as dean, as well as more than $50,000 in damages.

Name Changes

The New York State Board of Regents has voted to change the name of the Clarkson College of Technology to Clarkson University, effectively immediately. . . . Biscayne College has changed its name to St. Thomas of Villanova University, the name it had before moving from Havana, Cuba, to Miami in 1961.

Correction

In a Fact File on average faculty salaries by rank in selected fields (*The Chronicle*, February 29), the headlines for public and private institutions were transposed. The figures cited in the accompanying article were correct.

N.H. Primary Winners: Hart and . . . Who?

HANOVER, N.H.

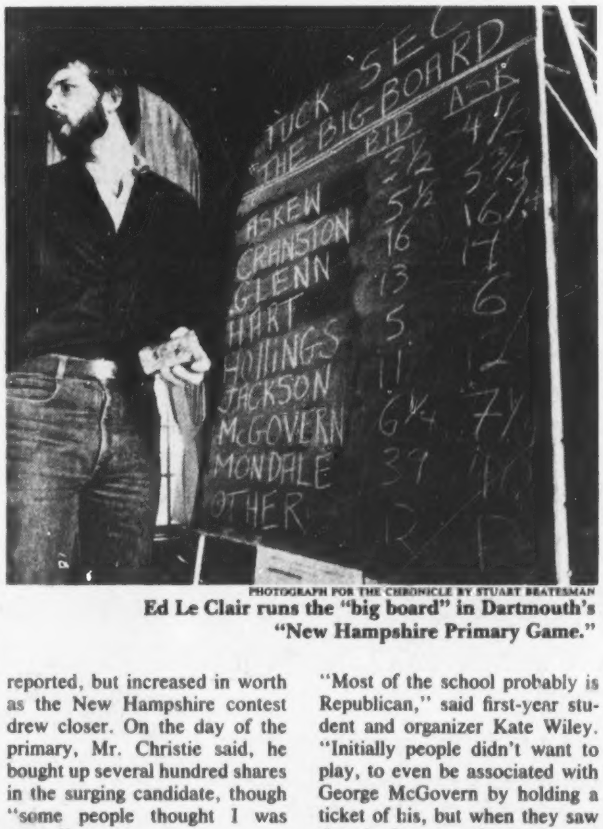
When the votes were counted and the political pundits had had their say, the big winners in last week's New Hampshire primary were Gary Hart and Tom Christie.

Mr. Hart won the election, taking 40 per cent of the vote in an upset. And by keeping his faith in the Senator from Colorado, Mr. Christie—a first-year graduate student at Dartmouth College—doubled his money in a business-school game in which students bought and sold shares in the Democratic candidates.

Called "The New Hampshire Primary Market," the game was developed by first-year students at Dartmouth's Amos Tuck School of Business Administration. In the two weeks before the primary, the 200 participants were allowed to buy and sell shares in the candidates, who were assessed point values based on what percentage of the vote they were expected to get. Each percentage point was worth a penny, with players buying and selling as new estimates and poll results were released.

Thus, while prognosticators scrutinized the primary results for their political significance last Tuesday night, Tuck students gathered around a large television set in their dormitory to tally their winnings and losses.

Mr. Christie attributed his windfall—doubling a $50 investment—to "a little bit of luck and a little bit of gut feeling." Shares in Mr. Hart were selling for 6 cents each before the Iowa primary, he reported, but increased in worth as the New Hampshire contest drew closer. On the day of the primary, Mr. Christie said, he bought up several hundred shares in the surging candidate, though "some people thought I was crazy."



PHOTOGRAPH FOR THE CHRONICLE BY STUART BRATESMAN

Ed Le Clair runs the "big board" in Dartmouth's "New Hampshire Primary Game."

When Mr. Hart took 40 per cent of the vote, Mr. Christie shared in the victory.

While offering a lesson in finance, the game whipped up interest in a contest that might have been virtually ignored at Tuck, according to students involved.

"Most of the school probably is Republican," said first-year student and organizer Kate Wiley. "Initially people didn't want to play, to even be associated with George McGovern by holding a ticket of his, but when they saw that the lure was the stock market, they jumped in."

As for Mr. Christie, he'll have to wait until later in the month to put his vote where his money is. He is registered in Massachusetts, and he said he plans to vote for Mr. Hart in the March 13 primary.

—SCOTT HELLER

Notes on . . .

Teacher Education

"Wanted: Mid-career professionals with strong, quantitative backgrounds, maturity, and a love for kids to work as secondary-school mathematics and science teachers. Compensation: a graduate degree, teacher certification, and an opportunity to become a secondary classroom teacher with a salary under $20,000."

This "advertisement," drafted by Katherine K. Merseth for a brief report on Harvard University's new Midcareer Math and Science Program, has brought inquiries from 300 engineers, scientists, and other professionals who are interested in becoming teachers.

Under the Harvard program, which began last fall in the Graduate School of Education, professionals ranging from age 35 to 60 who complete a special one-year curriculum will receive a master's degree and be certified to teach mathematics and science in junior and senior high schools.

Only six students were enrolled for this "pilot" year, says Ms. Merseth, the program's director, but 15 will be admitted next year. After that, she says, the program, which is "heavy in field experience," will be limited to 25 students each year.

The school of education, which developed the program to help alleviate the shortage of mathematics and science teachers, designed the curriculum to attract "folks who have used math and science in their professions and who do not have the same financial constraints as young people," Ms. Merseth says. "When you are 60," she points out, "you probably have a good pension plan from a corporation, the mortgage may be paid, and your spouse may be working. You have more financial flexibility."

Ms. Merseth hopes other institutions will develop similar programs. "Clearly, Harvard can't solve the entire math- and science-teacher problem. But if 20 institutions train 15 teachers a year, that will help."

■

In certifying teachers, states have usually assumed that a college program that includes general and professional education, a certain number of courses in a specific discipline, and practice teaching will produce a competent classroom teacher. However, say two administrators at East Carolina University's School of Education, "no empirical research" supports this view.

To see "if it really makes any difference whether a teacher is certified in a field or not," Charles R. Coble, acting dean, and Parmalee P. Hawk, assistant dean, are conducting a study among 40 mathematics teachers and 1,400 students in grades 6 to 12. All the teachers, from schools in northeastern North Carolina, are certified to teach some subject, but only half are certified in math.

If the study finds that teachers working "in-field" are no more knowledgeable than those working "out-of-field," or that there is no difference in what students learn, "then educators and legislators may need to reevaluate certification requirements," say the two administrators.

—BEVERLY T. WATKINS

Faculty Pay Increases 6 Pct. in Year; Average Tops $28,000

By JEAN EVANGELAUF

Faculty salaries are about 6 per cent higher this year, according to a survey conducted for *The Chronicle*.

If present trends continue, that means that salaries would outpace inflation for the second straight year. The rate of inflation for the 12 months ending January 31, 1984, was 4.1 per cent.

Last year the survey showed a gain of 7.6 per cent over the 1981-82 figure. That early result was roughly comparable to the 6.9-per-cent increase that the National Center for Education Statistics reported last fall. The inflation rate for the 12 months ending August 31, 1983, was 2.6 per cent.

The *Chronicle* survey is based on responses from a sample of individual faculty members. The N.C.E.S. data are based on reports from institutions.

This year's survey found that the average faculty member is making $28,040, based on a nine-month contract, or 6.1 per cent more than last year.

Full professors earn an average of $34,730, associate professors $26,523, and assistant professors $21,965. The $28,040 figure is the weighted average of the salaries of those three ranks, plus instructors.

The "confidence interval" for that average is $424, which means that there is a 95-per-cent probability that the estimated average varies from the true average of the sample population by no more than plus or minus $424.

The data are based on responses of 2,100 full-time faculty members who offered courses in the fall of 1983.

The salary statistics are weighted to reflect the proportion of faculty members in the discipline groups at all types of institutions except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students.

The figures are base salaries, and do not include fringe benefits or the value of contributed services.

The survey was conducted for *The Chronicle* by John Minter Associates, a research firm in Boulder, Colo.

CHRONICLE SURVEY

Estimated Faculty Salaries for 1983-84

By type of institution

Public institutions	Ph.D.-granting		Comprehensive *		2-year		Total	
	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)
Professor	$38,521	5.7%	$34,096	5.0%	$30,606	5.1%	$35,680	5.3%
Associate professor	29,037	6.0%	27,275	5.1%	27,193	6.1%	28,011	5.7%
Assistant professor	24,779	6.4%	22,523	6.5%	22,578	5.2%	23,328	6.1%
All ranks (c)	32,429	5.8%	28,646	5.3%	25,981	5.5%	29.556	5.6%

Private institutions	Ph.D.-granting		Comprehensive *		Bachelor's only		Total	
	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)
Professor	$43,522	6.6%	$30,492	5.7%	$29,331	7.2%	$33,547	6.5%
Associate professor	30,109	6.7%	25,026	7.0%	22,165	7.6%	24,772	7.1%
Assistant professor	24,945	8.8%	20,946	5.5%	19,163	7.2%	20,291	7.0%
All ranks (c)	34,417	7.1%	25,630	6.1%	22,875	7.3%	26,340	6.8%

By academic discipline

	Public institutions						Private institutions		All institutions	
	All but 2-year		2-year		Total		All but 2-year		Public and private	
	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)
Arts, fine and applied										
Professor	$34,076	5.6%	—	—	$33,169	5.6%	$30,909	3.7%	$31,732	6.3%
Associate professor	26,344	5.6%	$28,002	5.6%	26,703	5.6%	27,619	5.5%	27,038	6.7%
Assistant professor	21,734	7.8%	—	—	22,610	7.1%	—	—	20,907	7.2%
All ranks (c)	28,102	5.9%	26,071	5.2%	27,646	5.8%	25,207	7.2%	26,189	6.6%
Business and economics										
Professor	38,884	3.9%	31,256	4.6%	37,073	4.0%	38,416	5.4%	36,175	4.7%
Associate professor	31,412	7.2%	26,367	8.8%	30,525	7.4%	28,800	6.4%	28,889	7.1%
Assistant professor	27,046	6.6%	21,196	3.9%	25,257	5.9%	23,333	7.3%	24,212	6.4%
All ranks (c)	32,652	5.5%	25,323	5.2%	30,495	5.4%	27,041	6.4%	29,020	5.8%
Engineering (d)										
Professor	41,108	7.1%	—	—	40,567	7.1%	42,524	8.5%	40,929	7.5%
Associate professor	32,964	10.0%	28,029	6.6%	31,498	9.0%	33,112	7.7%	31,920	8.7%
Assistant professor	29,041	5.8%	23,600	7.4%	27,983	6.1%	28,313	9.9%	27,697	7.2%
All ranks (c)	36,787	7.2%	26,340	7.5%	35,015	7.2%	36,282	8.6%	35,391	7.6%
Humanities (e)										
Professor	35,453	6.3%	30,876	4.9%	34,517	6.0%	33,217	6.0%	33,568	6.1%
Associate professor	27,169	4.7%	26,952	7.5%	27,131	5.1%	23,967	7.6%	24,821	6.2%
Assistant professor	20,545	5.0%	23,364	5.9%	21,365	5.3%	21,074	6.1%	20,458	6.6%
All ranks (c)	29,226	5.6%	26,142	5.3%	28,457	5.6%	26,083	6.7%	27,112	6.2%
Physical education										
Professor	33,966	4.4%	35,469	6.0%	34,228	4.6%	28,828	2.4%	31,672	4.6%
Associate professor	27,590	3.7%	27,532	8.3%	27,578	4.5%	24,179	6.8%	24,518	5.5%
Assistant professor	23,663	5.5%	22,752	6.0%	23,500	5.6%	22,049	7.3%	22,306	6.2%
All ranks (c)	27,820	4.4%	28,487	6.0%	27,983	4.8%	21,948	6.6%	25,151	5.5%
Science and mathematics										
Professor	37,513	5.9%	29,861	5.1%	36,494	5.8%	38,378	6.7%	35,631	5.9%
Associate professor	28,282	4.7%	26,555	5.4%	27,996	4.7%	26,183	5.8%	26,055	5.8%
Assistant professor	22,532	5.8%	21,219	7.4%	22,300	6.1%	20,964	6.8%	21,182	6.4%
All ranks (c)	31,339	5.4%	25,668	5.9%	30,275	5.5%	26,902	6.5%	28,720	6.0%
Social sciences										
Professor	35,091	4.3%	31,812	3.1%	34,788	4.2%	38,068	6.6%	34,182	5.2%
Associate professor	27,005	5.1%	25,570	4.2%	26,885	5.0%	25,772	6.6%	25,475	5.8%
Assistant professor	22,657	7.8%	20,920	4.5%	22,396	7.3%	23,346	5.7%	21,363	6.4%
All ranks (c)	29,974	5.0%	26,575	3.7%	29,560	4.9%	26,086	6.5%	27,892	5.6%
Vocational education (f)										
Professor	33,443	4.5%	27,284	9.6%	32,168	5.4%	—	—	32,482	5.4%
Associate professor	30,016	5.9%	27,891	4.7%	29,019	5.4%	30,324	7.0%	29,004	5.9%
Assistant professor	22,426	6.6%	23,089	3.1%	22,605	5.6%	21,101	7.6%	21,942	6.2%
All ranks (c)	27,611	5.5%	25,186	5.9%	26,566	5.7%	24,891	6.9%	26,173	6.0%

* Institutions with more than 1,500 students, a liberal-arts program, and at least one professional program.

(a) Salary figures for faculty members employed on other than nine-month contracts are adjusted to a nine-month basis. Salary data include base salary only. They do not include fringe benefits or the value of contributed services.

(b) Increase of average salary for 1983-84 over average for 1982-83.

(c) Includes instructors.

(d) Includes computer science.

(e) Includes language, literature, and communications.

(f) Includes home economics, health, and nursing.

— Insufficient data.

Note: Survey data are based on responses of 2,100 faculty members who offered courses in the fall of 1983. A random sample was drawn from faculty lists that were revised on October 1, 1983.
Data are weighted to represent faculty members at colleges and universities of all types except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students. Technical inquiries about the survey design and sampling techniques should be addressed to John Minter Associates, P.O. Box 107, Boulder, Colo. 80306.

SOURCE: SURVEY FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES

NEW FROM
JOSSEY BASS

Jane Srygley Mouton and Robert R. Blake

SYNERGOGY

A New Strategy for Education, Training, and Development

Complaints of poor product quality, low worker motivation, and decreased productivity—as well as students leaving schools and colleges ill prepared to enter today's demanding work environment—have led to a renewed emphasis on quality and the pursuit of excellence. Yet despite the increasing attention being devoted to education and training, the results often fall short. Why? It's not that professionals in education aren't trying hard enough, Mouton and Blake argue. The problem lies in the weaknesses inherent in traditional approaches to education. What is needed is a new approach that improves on the traditional pedagogical model, in which students are often passive and unmotivated, and on more recent andragogic methods, which can lack direction.

Synergogy (or working together for shared teaching, from the Greek words *synergos* and *agogus*) is a new model of education and training that enhances motivation, learning, and retention. It builds on the best features of pedagogy and andragogy while avoiding the limitations of each—and its has been tested and refined for over twenty years in colleges and universities and in major corporations across the country. It has been used successfully to teach factual knowledge, such as technical material, scientific principles, laws, and regulations; to train people in skills of all types, conceptual, interpersonal, and manual; and to develop improved attitudes, values, and interpersonal functioning.

In this new book, Mouton and Blake provide a comprehensive explanation of synergogy's principles, methods, and applications. They provide sample instructional materials, tests, charts, examples, and other resources to give step-by-step information on every aspect of using synergogy in educational and business settings.

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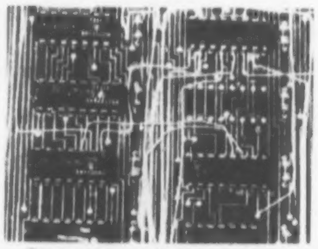
News Summary

Articles on inside pages

Only about 2.3 million will graduate from U.S. high schools in 1992, a new low, according to new projections. Story on Page 15.

Notable college programs for recruiting students and easing their transition from high school are described in a new report. A selection begins on Page 16.

Federal efforts to improve the teaching of science and mathematics would not necessarily yield higher student achievement, a government study has found. Story on Page 23.



Computer technology has advanced a generation from integrated circuits (above) to today's supercomputers, but the "fifth generation" of machines that can think is on the way. Story on Page 7.

"Put it in writing" is the first piece of advice from the authors of a new handbook on how to fire a college employee. Story on Page 29.

France has urged the countries of Europe to increase cooperation in scientific research. Story on Page 35.

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Pro Football League Claims Colleges Forced It to Bar Undergraduates and Should Pay Any Damage Claims

WIDE WORLD

The U.S. Football League, heeding a judge's order, has ended its ban on hiring college players and signed running back Marcus Dupree. Story on Page 31.

By N. SCOTT VANCE

CHICAGO

The United States Football League has filed a complaint in federal court against the American Football Coaches Association and the College Football Association for allegedly forcing it to bar underclassmen from its professional teams.

If U.S. District Judge Charles P. Kocoras allows the complaint to stand, the two associations could be assessed damages as high as several million dollars. The associations last week filed a motion to have it dismissed.

The complaint was lodged as part of a lawsuit brought by Kenneth Durrell, a former football player at the University of Illinois. Mr. Durrell sued both the National Football League and the United States Football League after they ruled him ineligible to play on a professional team in 1982..

At the time, both leagues prohibited their teams from hiring college players until they had used up their four years of athletic

Continued on Page 33, Column 1

Cheap Natural Gas Denied to Colleges; Ill. Sues Pipeline

By JACK MAGARRELL

Public universities in Illinois could cut their fuel costs by as much as 30 per cent if they bought natural gas directly from its producers, rather than through local public-utility companies, the Illinois Board of Higher Education was told here last week.

But it may take federal court action under the antitrust laws to realize the potential savings. The outcome could determine whether such savings will also be available to universities in other states.

Attempts by two of the Illinois institutions—Sangamon State University and Lincoln Land Community College—to buy natural gas directly were blocked when the

Continued on Page 22, Column 1

Civil-Rights Groups Will Seek Law to Reverse Grove City Decision

By CHERYL M. FIELDS

WASHINGTON

Women's organizations and civil-rights groups will ask Congress to pass a broad bill stating that an entire educational institution is covered by laws barring bias against women, the handicapped, and members of minority groups if any part of it receives federal funds.

The National Coalition for Women and Girls in Education and the Leadership Conference on Civil Rights, both of which represent dozens of other organizations, have agreed to press for such legislation in the wake of the Supreme Court's decision that an entire institution is not covered by a law barring sex bias if only one of its programs receives federal dollars.

Representatives of the groups acknowledge that such legislation faces an uphill fight, particularly in this year's Congressional session, which will be abbreviated because of the November elections. They also fear that conservative lawmakers might try to add amendments on school busing, abortion, and other controversial issues.

Administrators say women on campus are not likely to suffer because of the Grove City decision. Story on Page 24.

But spokesmen for the groups said the legislation was necessary because the Court's ruling could endanger the civil-rights protections afforded by several laws.

Specifically, the Court ruled that only

Continued on Page 24, Column 1

El Paso's Hispanic Students: No Longer Campus 'Tourists'

By CHARLES S. FARRELL

EL PASO, TEX.

Jose F. Avila says the alienation he encountered as a freshman at the University of Texas at El Paso in 1961 was overwhelming.

The university had only a few Hispanics at the time, and the El Paso native says, "I felt like a tourist in my own town. I didn't feel like I belonged."

He left the university, but after a three-year hitch in the Air Force, a more confident and worldly Mr. Avila returned to his studies able to cope successfully with the culture shock he had experienced earlier.

Now dean of students at the university, Mr. Avila has witnessed a dramatic turnaround. This year, for the first time in the university's 71-year history, Hispanic students are the largest group on the El Paso campus, making up about 48 per cent of the total of 15,630 students. White students are about 46 per cent of the total, with blacks and "others" making up the rest. The increased Hispanic

Continued on Page 20, Column 1

RUSSELL BANKS

Hispanic students make up 48 per cent of the student body at the University of Texas at El Paso, above.

Number Graduating from High School Expected to Drop to 2.3 Million

By JEAN EVANGELAUF

The number of Americans graduating from high school will hit a low of about 2.3 million in 1992, according to a report by the Western Interstate Commission for Higher Education, the Teachers Insurance and Annuity Association, and the College Board.

The report, an updating of projections that the commission released in 1979, indicates that the number of high-school graduates each year will follow a "roller-coaster pattern" through the end of the century. The projections have been used by state planners and by colleges and universities to map financial and recruiting strategies for the next two decades.

Nationwide, the number of people graduating each year is expected to drop by 14 per cent from 1981 to 1986, from 2.9 million to 2.5 million. The number is then expected to rise slightly, reaching 2.6 million in 1988, before dropping again to the low of 2.3 million in 1992 and then climbing again to almost 2.7 million by the year 2000.

The number of people graduating from high school peaked in 1977 at nearly 3.2 million.

The figures for 22 of the states include projections for graduates of both public and private high schools. The rest of the state projections include only public-school graduates because reliable private-school data were not available. Norman Kaufman, one of the authors of the report, said the inclusion of all private school graduates would increase the national projections by "as much as 10 per cent."

The projections exclude those earning high school equivalency certificates.

Mr. Kaufman, director of the commission's information clearinghouse, said the purpose of the study "was to project and portray long-term trends of the next 10 to 15 years, in order to give higher-education planners a chance to reflect upon those trends."

No Racial Breakdown

Despite increased college enrollment of non-traditional and foreign students, he said, "the projections should prove useful for the large segment of institutions that deal with the traditional college student."

The statistics, which are presented by state and region, are based on factors such as birth rates, migration patterns, and high-school dropout rates.

The projections do not include statistics on the number of graduates by racial and ethnic background because for most states that information was not available. However, Mr. Kaufman said that because of their higher birth rates, the members of minority groups—especially Hispanics—will make up a larger percentage of the national total by the end of the century.

Mr. Kaufman emphasized that the report estimates the number of high-school graduates, not college enrollments. "We don't know what the college participation rate will be," he added. "Increased participation may offset the population declines."

The National Center for Education Statistics, in its "High School and Beyond" survey, found that more than two-thirds of those who graduated from high school in the spring of 1980 had attended some type of post-secondary institution in the two years following graduation.

Mr. Kaufman said the actual number of high-school graduates could be higher than the "fairly conservative" estimates. For example, the projections were based on state dropout rates that generally ranged from 25 to 30 per cent, but, Mr. Kaufman noted, "the recent national attention given to the quality of education may lead to a decrease in the high-school dropout rate."

Elaine El-Khawas, vice-president for policy analysis and research at the American Council on Education, agreed. "In the 1990's, the numbers are subject to change," she said. "It is hard to factor in all the attention that is now being given to schools."

The regional variations in the estimates reflect "the move from the Frost Belt to the Sun Belt," Mr. Kaufman said.

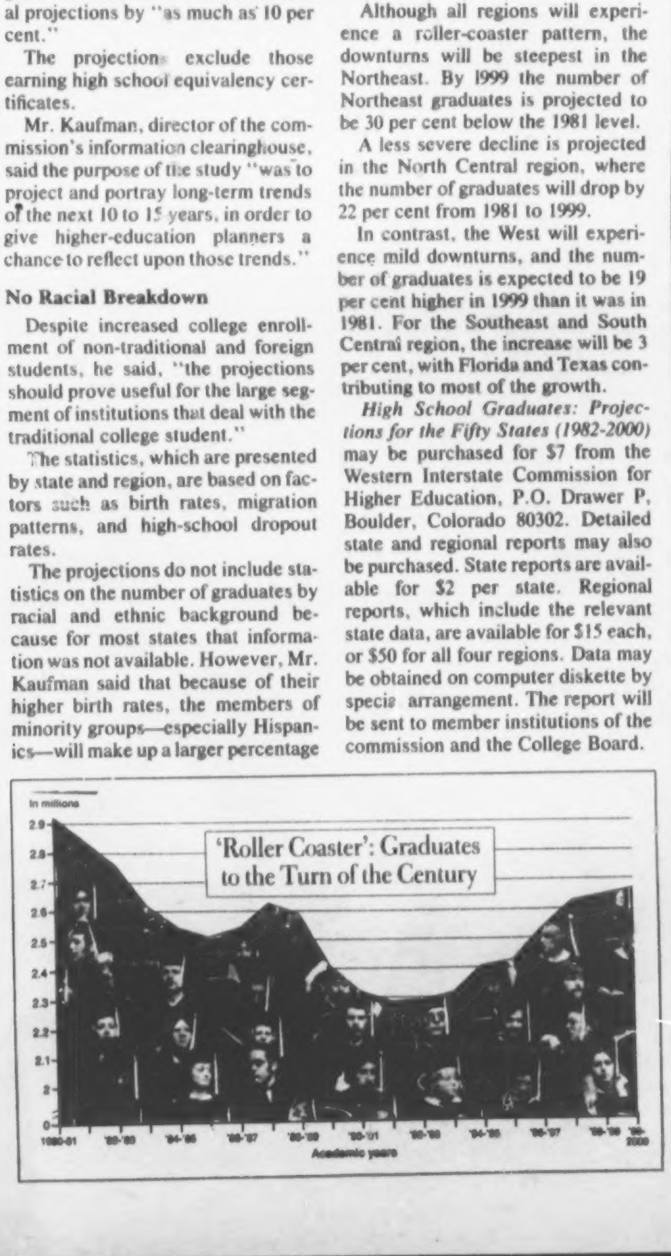
Regional Differences

Although all regions will experience a roller-coaster pattern, the downturns will be steepest in the Northeast. By 1999 the number of Northeast graduates is projected to be 30 per cent below the 1981 level.

A less severe decline is projected in the North Central region, where the number of graduates will drop by 22 per cent from 1981 to 1999.

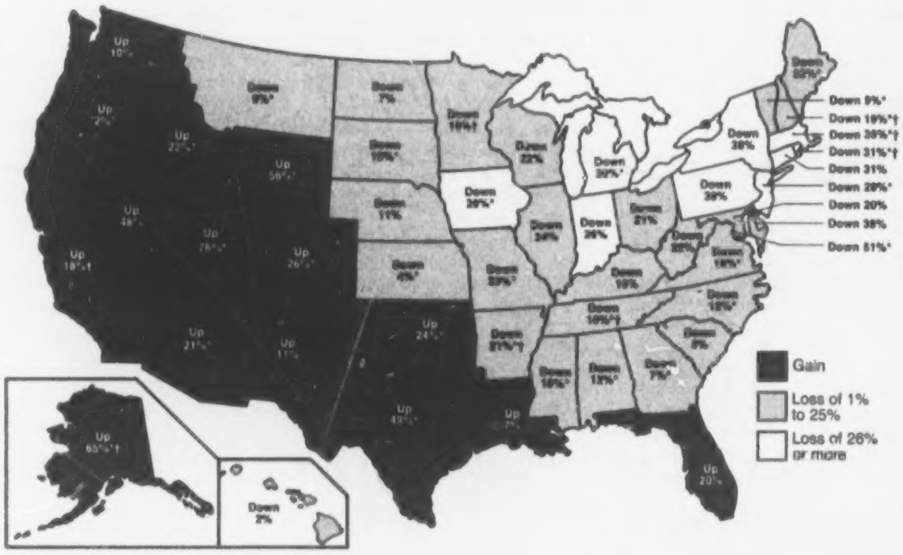
In contrast, the West will experience mild downturns, and the number of graduates is expected to be 19 per cent higher in 1999 than it was in 1981. For the Southeast and South Central region, the increase will be 3 per cent, with Florida and Texas contributing to most of the growth.

High School Graduates: Projections for the Fifty States (1982-2000) may be purchased for $7 from the Western Interstate Commission for Higher Education, P.O. Drawer P, Boulder, Colorado 80302. Detailed state and regional reports may also be purchased. State reports are available for $2 per state. Regional reports, which include the relevant state data, are available for $15 each, or $50 for all four regions. Data may be obtained on computer diskette by special arrangement. The report will be sent to member institutions of the commission and the College Board.


'Roller Coaster': Graduates to the Turn of the Century

FACT-FILE

Projected Changes in Graduates, by State, from 1981 to 2000



Projections of graduates by state for selected years through 2000

	1980-81 (actual)	1983-84	1986-87	1989-90	1992-93	1995-96	1999-2000
Alabama*	44,894	39,107	38,340	39,194	36,970	39,324	39,447
Alaska*	5,358	5,463	6,042	6,413	6,715	7,750	8,829†
Arizona*	28,416	26,765	27,528	27,523	26,137	28,032	34,262
Arkansas*	29,414	26,183	25,276	25,678	22,336	22,591	23,308†
California	271,474	248,156	256,343	239,213	244,731	271,932	320,997†
Colorado*	35,993	32,572	34,237	33,564	33,148	36,390	45,246
Connecticut	44,598	39,928	36,925	30,546	27,405	28,255	30,611
Delaware	10,894	7,786	7,278	6,680	6,115	6,420	6,805
District of Columbia*	4,848	3,870	3,270	2,802	2,483	2,386	2,368
Florida	90,511	92,175	92,873	96,522	90,639	93,848	119,621
Georgia*	62,963	58,943	56,695	51,833	53,665	54,929	58,862
Hawaii	14,610	12,612	12,772	12,010	11,784	12,809	14,376
Idaho*	12,931	11,734	12,209	12,585	13,385	15,606	15,789
Illinois	156,981	133,214	125,198	116,555	109,620	112,935	118,871
Indiana	80,783	70,168	65,172	64,614	60,059	59,000	59,384
Iowa*	42,355	35,869	33,179	30,558	29,102	31,169	31,279
Kansas*	29,397	26,027	25,386	24,462	24,061	25,427	28,329
Kentucky	46,297	42,717	40,817	40,542	37,140	37,961	37,585
Louisiana	54,571	48,906	47,666	46,988	47,051	51,923	58,349
Maine*	15,554	13,870	13,235	12,393	11,366	11,548	12,156
Maryland	60,893	56,226	52,370	45,046	40,664	42,500	46,888
Massachusetts*	75,934	67,715	62,150	51,994	44,634	45,807	49,420†
Michigan*	124,372	108,778	102,863	92,998	81,154	87,343	86,807
Minnesota	68,443	58,070	56,145	50,562	48,504	52,633	58,302†
Mississippi*	28,083	25,755	24,802	23,256	22,821	23,182	23,575
Missouri*	60,340	52,349	49,037	46,046	42,750	44,045	46,466
Montana*	11,634	9,783	9,494	9,022	9,006	9,847	10,569
Nebraska	23,729	20,472	19,302	19,023	18,608	19,589	21,033
Nevada	9,375	8,713	9,006	9,108	9,111	10,758	13,907
New Hampshire*	11,938	11,096	10,687	10,146	8,086	8,882	9,672†
New Jersey*	94,157	85,032	79,371	68,648	62,009	63,554	66,869
New Mexico	18,693	16,442	15,940	16,048	16,293	18,022	20,816
New York	230,237	206,490	188,510	166,220	156,588	155,531	166,187
North Carolina*	70,168	66,060	65,803	64,633	58,424	59,073	61,582
North Dakota	10,730	9,037	8,170	8,244	8,352	8,924	9,952
Ohio	154,489	139,655	131,817	127,124	116,787	119,968	122,666
Oklahoma*	38,823	34,527	36,828	38,029	35,939	37,710	48,284
Oregon*	29,354	26,612	27,261	25,580	25,703	28,443	29,936
Pennsylvania	169,075	150,864	138,189	124,876	112,153	113,472	121,093
Rhode Island*	10,719	9,543	8,483	7,365	6,294	6,859	7,404†
South Carolina	40,074	38,256	36,818	37,221	34,511	36,374	37,839
South Dakota*	10,431	8,443	7,744	7,442	7,449	8,030	8,448
Tennessee*	51,021	46,560	45,136	45,201	41,056	42,515	42,888†
Texas*	171,665	169,106	172,179	184,515	189,690	202,979	255,370
Utah*	19,886	19,123	20,928	22,811	26,759	32,755	35,056
Vermont*	6,513	6,128	6,013	5,650	5,091	5,449	6,192
Virginia*	67,147	59,966	59,360	54,398	49,358	50,830	56,200
Washington	52,392	46,893	49,869	46,462	46,121	48,463	57,402
West Virginia	24,300	22,565	22,299	22,111	20,606	19,860	18,950
Wisconsin	75,692	66,432	61,253	54,568	51,896	54,656	59,242
Wyoming*	6,161	5,758	6,283	6,732	7,087	8,089	9,586
Total	2,918,310	2,618,523	2,544,583	2,411,785	2,297,415	2,418,395	2,677,108

* Projections include graduates of public high schools only. All other state projections include public and nonpublic high-school graduates.

† Projections are for 1998-99.

SOURCE: WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION

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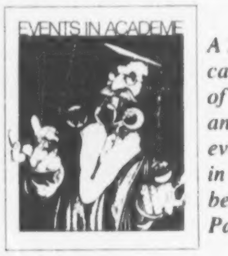

A 24-page calendar of spring and summer events in academe begins on Page 37.

Myths share certain themes that remain constant across time and cultures, says Joseph Campbell, the author of a new atlas of world mythology. Story on Page 5.

Chicano scholars need to pay more attention to women's concerns, participants at the meeting of the National Association of Chicano Studies were told. Story on Page 9.

A top official of the Education Department has appealed to the private sector to provide merit scholarships for college students. Story on Page 14.

A decision by T.I.A.A. and C.R.E.F. to market a "cashable group annuity" has raised again the question of choice in college retirement planning. Story on Page 17.

Travel arrangements for the N.C.A.A.'s annual Division I basketball tournament involve a lot more than just getting the right team to the right place. Story on Page 21.

Professors at Mexican universities are poorly prepared and qualified scientific researchers in that country are in short supply, according to a new study. Story on Page 25.

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Colleges Urged to File Lawsuits When Defrauded

Lawyers tell universities to be more aggressive in protecting their integrity against student dishonesty and staff members' fraud

By CHERYL M. FIELDS

WASHINGTON

What should a university do when it finds that an administrator has cost it hundreds of thousands of dollars by setting up phony companies to do business with the institution, hiring bogus consultants, and arranging kickbacks on legitimate contracts?

When Southern Illinois University at Carbondale found that its former executive director for computing affairs had done these things, it did not try to negotiate a quiet settlement. It sued the former director and other ex-employees, as well as several computer companies.

Colleges and universities may be more accustomed to being sued than they are to suing, but when the financial integrity of an institution is involved, filing a lawsuit can have several advantages, some university lawyers believe.

At a recent seminar here on protecting colleges and universities against fraud, sponsored by the National Association of College and University Attorneys, Philip M. Grier, the organization's executive director, said universities seldom sued anyone, but that that attitude was "obsolete." Colleges and universities, he said, "have been under siege for a long time. It's time to fight fire with fire."

"It is fairly unusual for a university to file a lawsuit," acknowledged Shari R. Rhode, chief trial attorney at Southern Illinois. "But I think taking aggressive action to protect the financial integrity of the institution may lead people to be more cautious about perpetrating fraud.

"In our case, we knew where some of the assets were," Ms. Rhode said, and filing a lawsuit enabled the institution to

Continued on Page 12, Column 3

CAN BE 'TRAPS,' TOO

2-Year Colleges Offer Haven for Many Hispanic Students

By CHARLES S. FARRELL

EL PASO, TEX.

Only a few years ago, Alfredo Corchado was a high-school dropout who had resigned himself to a future in the fields, picking crops as his parents had and as their parents had before them.

Now the El Paso County Community College student envisions a future in a different field—journalism.

EL PASO COUNTY COMMUNITY COLLEGE

"I'm encouraged not to change, but to also know I can make it in the white world," says Angelica Hernandez, student at El Paso Community College.

It is the community college that gave Mr. Corchado the chance and the will to succeed. At one time, he considered attending the University of Texas in El Paso, but he balked because he found the place too imposing. "It is just enormous," he says. "I felt I wasn't prepared. Here, it is more like a high school. I got the basics and gained confidence."

Indeed, he now has so much confidence that he takes courses at both the community college and the university.

Two-year colleges, like the one here, have become havens for many Hispanics who choose to attend college. In 1980, the last year for which figures were available, 54 per cent of Hispanic college students were attending two-year institutions—compared to 36 per cent of white college students.

But many Hispanic educators complain that too many Hispanics are trapped in two-year institutions because they never get the encouragement, support, and courses they need to go on to four-year institutions.

Raphael J. Magallan, executive director of the Hispanic Higher Education Coalition, an organization that advocates in-

Continued on Page 11, Column 1

U.S. Refuses to Act on Sex-Bias Charge at U. of Maryland

Says the Grove City decision denies agency jurisdiction

WASHINGTON

The Education Department told the University of Maryland at College Park last week that although civil-rights investigators had found sex bias in the way it treated its female athletes, a recent Supreme Court decision prevented the agency from moving against it.

"We have concluded that we don't have jurisdiction," said Laurie Snow, a spokesman for the Education Department's Office for Civil Rights.

No federal funds helped financed the activities in which investigators found that women athletes were treated less generously than male athletes, so the department determined it had no jurisdiction, she said. The Supreme Court ruled three weeks ago that an anti-sex-bias law applied only to the one federally assisted program at Grove City College—its student financial-aid program.

Ms. Snow said she could not estimate how many other cases the department might drop because of the Supreme Court's ruling on the scope of Title IX of the Education Amendments of 1972. Title

Continued on Page 16, Column 1

Peltason to Quit American Council; AAUP Picks Benjamin

WASHINGTON

Changes in the leadership of two major higher-education associations were reported last week:

► Jack W. Peltason, president of the American Council on Education since 1977, announced he was resigning, effective next September 1, to become chancellor of the University of California at Irvine.

► A spokesman for the American Association of University Professors confirmed that the A.A.U.P.'s National Council had selected Ernst Benjamin to be the association's next general secretary, its chief staff officer.

Mr. Benjamin, a political scientist who is interim dean of the College of Lifelong Learning at Wayne State University, has long been active in the A.A.U.P.

The A.A.U.P. spokesman said a contract between the association and Mr. Benjamin was still in the negotiating stage, and that a new general secretary had not yet been appointed. Mr. Benjamin would replace Irving J. Spitzberg, Jr., general secretary since 1980, who is stepping down at the end of June.

A past president of the Wayne State chapter of the association, Mr. Benjamin

Continued on Page 12, Column 1

'In' Box

The pay raises of college and university faculty members in 1983-84, besides exceeding the inflation rate for the second year in a row, are running well ahead of the average wage adjustment gained through collective-bargaining contracts by major state and local employee unions in 1983.

Survey estimates put this year's faculty pay increases near 6 per cent. In contrast, the U.S. Bureau of Labor Statistics reports, raises under 46 bargaining agreements for about 500,000 state and local employees last year averaged 4.4 per cent for the first contract year and 5.1 per cent annually over the life of the contracts.

Those increases, though nearly twice as great as gains reported for private-industry contracts last year, are the smallest for the public employees since the federal statistics were first gathered in 1979.

◆

Friction has developed between faculty members and administrators at the University of California at Berkeley over a university decision to pay higher and more competitive salaries to some business and engineering professors.

Neil J. Smelser, professor of sociology and chairman of the academic senate, said the decision had contributed to the creation of a special senate committee that will review the institution's policies on promotion and salary.

In his charge to the committee, Mr. Smelser said the group should work to enhance faculty participation "in the processes of appointing, advancing and retaining academic personnel."

◆

Concern that average faculty salaries at the University of Wisconsin at Madison are not competitive with those of other major public universities has prompted a faculty panel there to warn that, unless salaries are increased immediately, Wisconsin's top professors will leave and its reputation will suffer.

The panel, known as the Commission on Compensation and Economic Benefits, called the university's salaries "shockingly lower than those of other universities with which it competes for talent."

A resolution urging immediate salary hikes, based on the panel's recommendations, has been endorsed by various faculty groups and the campus's faculty senate. State legislators and Gov. Anthony S. Earl will be asked to consider the resolution in budget decisions.

"This is a more aggressive stand than we've taken before, and we're taking it because we feel the quality of the university stands to suffer if we do not offer competitive salaries," said Jon G. Udell, chairman of the compensation commission.

The panel recommended initial pay raises of 6.2 per cent to 14.4 per cent, depending on faculty rank.

Faculty members at the Madison campus received no salary increase this year. They are slated for a 3.84-per-cent increase next year.

Personal & Professional

A Matter of Choice: College Employees Weigh Options for Retirement Savings

As institutions offer new investment plans, people are asking: Should we switch?

By ROBERT L. JACOBSON

A decision by higher education's two most popular pension companies to market a "cashable group annuity" next fall has focused fresh attention on the subject of choice in college and university retirement planning.

The new plan itself, to be offered by the Teachers Insurance and Annuity Association and the College Retirement Equities Fund, will have several limitations, and it is not clear whether many institutions will agree to make it available.

Officials of T.I.A.A. and C.R.E.F. also have made a point of saying they do not recommend the cashable plan even though their trustees approved it. Long opposed to such an approach on the ground that it would jeopardize educators' retirement security, the officials acknowledge that they are adding cashable annuities mainly because, in an increasingly competitive pension market, college and university representatives have been asking for them.

Meanwhile, dissatisfaction with existing T.I.A.A.-C.R.E.F. pension plans has led scores of institutions to give their employees a broad new range of investment options—many of them with different rules, different levels of return, and different risks.

As a result, thousands of college and university employees who previously had no basic program for their retirement money besides the fixed annuities of T.I.A.A. or the variable annuities of C.R.E.F. now are asking, Should we switch? And if so, how should we choose among the options?

Experts on pensions and tax law say there are no right or wrong answers to such questions—only individual choices to be made, based on each person's consideration of the facts and how he or she interprets them, with or without the direct assistance of a professional adviser.

Where does that leave the faculty member or administrator whose institution is willing to channel pension contributions into something other than the traditional T.I.A.A.-C.R.E.F. programs?

Meeting at Georgetown

Not long ago, several dozen faculty and staff members at the Georgetown University Law Center explored that subject with two local experts, Roy A. Schotland and Daniel I. Halperin, both professors of law at the center. Mr. Halperin is an authority on tax law and Mr. Schotland, a leading advocate of improving the performance and flexibility of T.I.A.A. and C.R.E.F., is a specialist in pensions and investment policy.

The catalyst for the meeting was a newly announced retirement program at Georgetown that allows participants to invest their pension money in any of 35 different accounts, most of them mutual funds, in addition to the T.I.A.A.-C.R.E.F. annuity plans that the university has been offering since the 1960's. Nine of the new accounts are restricted to employee contributions only—with none from the university—because a selection committee considered them too risky or, in one case, too weak.

From the meeting, as well as from interviews with the two professors and material distributed by them and by Georgetown's office of insurance and retirement, comes a sense of the kinds of decision that academic employees throughout the country face.

According to Mr. Schotland, the principal speaker at the meeting, employees should think about four personal factors when they develop an investment strategy for retirement—their age, their existing and potential assets, the main purpose of their pension contributions, and how comfortable they are with risk-taking. Each has a bearing on how aggressive or conservative an approach they should take, he believes.

Age is important, he says, because the closer people get to retirement, the more their latest investment choices are likely to affect the amount of their retirement income. Older people may thus wish to avoid

Continued on Following Page

5.7-Pct. Raises Reported for 'Continuing' Faculty

By JEAN EVANGELAUF

Average salaries of "continuing" faculty members—those who taught fulltime at the same institution last year and this year—are up 5.7 per cent this academic year, according to preliminary results of a survey by the American Association of University Professors.

Last year the association reported a 7.9-per-cent increase for such people.

The latest figures reflect "salary compression," the A.A.U.P.'s report noted, with assistant professors receiving larger increases than full and associate professors.

"This is not surprising," the report continued, "because when salary-increase money is tight there is a tendency to give flat sums across the board rather than percentage increases."

Both this year and last year, the largest percentage increases were recorded at private, non-church-related institutions. The 1983-84 average increase at those institutions was 7.6 per cent, down from 10 per cent last year.

In both years public institutions had the smallest percentage gains—5 per cent this year and 7.1 per cent in 1982-83.

Increases by type of institution ranged from a high of 7.1 per cent at specialized institutions to a low of 4.3 per cent at two-year colleges without academic rank.

For the 12 months ending January 31, 1984, the rate of inflation was 4.1 per cent.

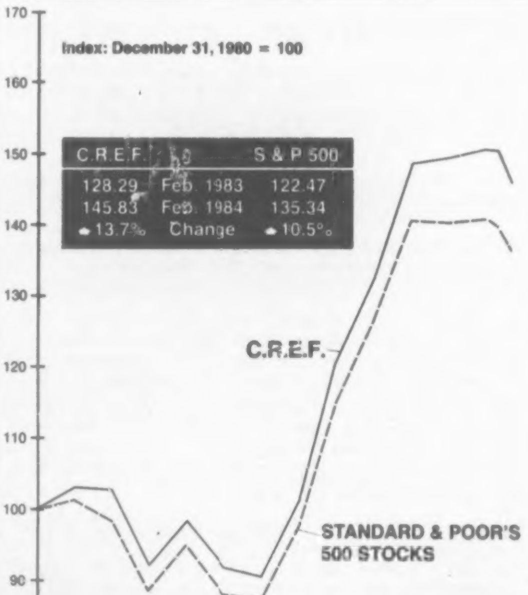
The association's figures are based on data from 1,389 colleges and universities. The survey was prepared by Maryse Eymonerie Associates in McLean, Va.

The report speculated that, although the data were not yet available, the percentage increase for continuing faculty members would probably be higher than the average percentage increase for all faculty members, "because of the larger sala-

Continued on Page 20, Column 1

A table of salary increases for continuing faculty members appears on Page 20.

Pension Money in the Stock Market



SOURCE: COLLEGE RETIREMENT EQUITIES FUND

Pension funds invested in common stocks by the College Retirement Equities Fund had a total investment return (changes in market value, plus dividends, less investment expenses) of 13.7 per cent during the 12 months ending February 29. The value of one "accumulation unit" (share) for February was $64.21.

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New Investment Options for Retirement: 'You've Got to Decide Your Risk Level'

Continued from Preceding Page

the stock market, since a sudden downturn could leave them with fewer dollars just when it's time for them to purchase an annuity.

Younger employees, on the other hand, may feel relatively free to invest in stocks, Mr. Schotland says. The reason is that, although "the values will bounce around, over the long haul stocks will outperform fixed-income investments." At least that is the conclusion to be drawn from "very long historical records," he says.

The question of assets boils down to considering all other sources of current and potential retirement income. For example, someone who already expects a substantial flow of funds from a trust account or whose spouse is providing a second income may be in a better position to select from a broad range of pension funds than is someone who is just starting out, Mr. Schotland suggests.

Under Georgetown's plan, which is similar to those being offered by a number of other institutions, participants agree to contribute 3 per cent of their annual compensation to their retirement accounts, and the university adds 12 per cent. That can add up to a lot of money over the years, and employees should consider what purposes they and their dependents want it to serve, Mr. Schotland says.

"This is an absolutely crucial consideration" in selecting an investment vehicle, he says. If an employee's retirement fund also constitutes the bulk of his or her life insurance or overall savings, he explains, "you don't want a particularly volatile set of dollars."

Finally, he says, "you have got to decide your risk level." How would you react, for example, if the value of your investment suffered a substantial and sustained drop? "Some people just literally are not going to sleep nights if their investments bounce around," Mr. Schotland observes.

On the other hand, how would you feel if the stock market suddenly took off and you were "sitting on the sidelines in, say, three-year certificates of deposit? Which would upset you more—losses or lost opportunities?"

Investment Groups Described

To help its employees deal with the new choices, Georgetown has distributed three publications. One, an overview, includes summary descriptions of T.I.A.A., C.R.E.F., and three other investment groups under which the options are provided—Fidelity Distributors Corporation, the Vanguard Group of Investment Companies, and the Equitable Life Assurance Society.

The overview also discusses the advantage to an employee of using a "salary reduction" method for retirement savings instead of paying for the contributions with after-tax income; the effect of inflation on building a pension; and the role of Social Security benefits in retirement planning.

The other publications compare Georgetown's 35 investment options by type, objective, and performance.

The use of salary reductions for pension contributions is characteristic of many college and university plans. Essentially it means that for the same out-of-pocket expense, employees can accumulate substantially larger retirement accounts than they would if they did not reduce their salaries, paid taxes on the amount involved, and invested what was left after taxes in a conventional savings plan that did not allow earnings to be compounded tax free.

"In effect," the Georgetown brochure explains, "by deferring taxes on both your retirement savings and the earnings on those savings, you earn interest on the government's money as long as it stays in your plan account."

The principle is the same one that applies to Individual Retirement Accounts and is a major reason for their popularity. The benefit is so clear-cut, in fact, that many taxpayers have been advised to take out an I.R.A. even if they have to borrow the money to do so; in many cases they would still come out ahead.

Mr. Halperin says employees can think of their retirement programs as an opportunity to receive the equivalent of tax-free returns on their investments.

A table in the Georgetown brochure shows how valuable the salary-reduction method can be for pension contributions.

Assuming an employee is in the 34-per-cent marginal tax bracket in 1984—meaning a taxable income of about $28,800—each $1,000 in contributions would save that person $340 in federal taxes for the year. That would mean a net "cost" of $660 to generate retirement savings of $1,000.

A 35-year-old faculty member who earned an average of 10 per cent a year on such tax-sheltered investments over 30 years would accumulate $109,000 by retirement, the table shows. In contrast, someone earning the same rate on after-tax investments of $660 per year would accumulate only $58,000. Over 40 years, the accumulations would be $292,000 and $119,000, respectively.

Putting money away for retirement is not always easy, the Georgetown brochure observes, "but it *is* necessary." One reason is the potentially "awesome" effect of inflation, it says. Consider these numbers: A 45-year-old Georgetown professor earning $40,000 a year has total pension contributions (his own and the university's) of $6,000 a year for 20 years. With average earnings of 8 per cent a year, he could accumulate enough money to provide lifetime retirement income of $3,200 per month from age 65.

But what would that money be worth after adjustments for inflation—averaging, say, 5 per cent a year? Twenty years from now, the Georgetown brochure indicates, $3,200 would be worth only $1,216 in terms of today's dollars.

"The importance of building the greatest retirement income possible is obvious," the brochure concludes.

At the same time, it says, Georgetown employees should not expect Social Security benefits to play more than a minor role in meeting their retirement needs—probably no more than 30 per cent of pre-retirement income for the average faculty member.

Maximum Social Security benefits today are $703 per month for an unmarried person and $1,406 per month for a married couple if both spouses qualify for full coverage. Beginning this year, however, some of the benefits could be erased by a new tax.

If half the Social Security benefits plus adjusted gross income—including pension income and tax-exempt interest—exceeds $25,000 for a single taxpayer or $32,000 for a married couple filing a joint return, half the excess will be taxed as ordinary income up to a maximum tax equaling half the Social Security benefits.

Flexibility the Key

The key pension issue for most people thus becomes a matter of trying to figure out which investment options are likely to produce the most retirement income without going beyond what, for them, is an acceptable risk.

With choices as varied as those Georgetown is now offering, some employees may feel unsure how to proceed. But the university stresses that the heart of the new retirement program is flexibility, so no partici-

How Salary-Reduction Method Boosts Pension Accumulations

Age of participant when savings start	Avg. earnings of savings per year	After-tax accumulation at age 65	
		Salary reduction of $1,000 per year	After-tax savings of $660 per year
25	5%	$ 80,000	$ 53,000
	10%	292,000	119,000
	15%	1,174,000	284,000
35	5%	$ 44,000	$ 33,000
	10%	109,000	58,000
	15%	287,000	107,000
45	5%	$ 22,000	$ 16,000
	10%	38,000	26,000
	15%	68,000	37,000
55	5%	$ 8,000	$ 8,000
	10%	11,000	9,000
	15%	13,000	10,000

SOURCE: GEORGETOWN UNIVERSITY

The table above shows, for various time periods and earning rates, how much money an unmarried college employee in the 34-per-cent marginal tax bracket would accumulate for retirement at age 65 by using tax-sheltered salary reductions of $1,000 per year, compared with accumulations from after-tax savings of $660 per year (the amount that would be left if no salary reduction were taken).

How Not to 'Murder Yourself' in the Market

Roy A. Schotland, a law professor and pension expert at the Georgetown University Law Center, has offered academic colleagues many broad suggestions on investment strategy, although he stresses that no one should regard his observations as advice on what a particular person should do. These are among his recommendations:

▶ "If you are going to try to move in and out of a fund based on whether you think the market is high or low, you are [probably] going to murder yourself."

Schotland

▶ The greater the risk of an investment, the higher its return should be. In general, the higher the price-earnings ratio, the higher the risk.

▶ Use tax-sheltered vehicles such as your college's retirement program for more conservative investments, and use other savings for higher-risk ventures that you think will produce substantial capital gains. The tax benefits are likely to be more favorable that way.

▶ The most important concept in investment selection, aside from the relationship between return and risk, is diversification. If people knew for certain which fund was going to do best, "we would all go there." But no one does know, so diversification generally is the key to reducing risks.

—R.L.J.

pant should feel intimidated by the options.

"Choosing among these alternatives is not an 'either / or' decision," it says. "You can divide your retirement-plan money among several, if you so choose. Of course, it will take some study on your part before making your decisions. You may decide to leave things just as they are, or you may choose a combination of investments. Whatever your decision, you're not making a lifetime commitment. You can change most of your choices easily."

Since Georgetown's new options became available on January 1, about 9 per cent of about 1,500 eligible employees have elected to invest at least some of their new retirement contributions in alternatives to T.I.A.A. and C.R.E.F., reports Samuel Browne, executive director of insurance and retirement at the university. He says he expects the percentage to increase soon.

Performance and Risk

Much of the recent meeting at Georgetown's law center centered on assessing performance and risk. Mr. Schotland, for one, maintains that many investors, while looking closely at performance, pay too little attention to risk.

"It's harder to capture risk in numbers," he says, but it has to be considered. Performance is only "half the picture."

Performance information is generally available from the companies themselves, as well as from analytical services and publications. The data typically include investment returns for the past year, as well as for longer periods—typically 3, 5, or 10 years.

To analyze the risk of going with a particular fund, Mr. Schotland notes, investors can turn to a variety of sources. These include equity-fund ratings and such technical data as standard deviations, price-earnings ratios, volatility coefficients (called beta), and other figures (called alpha) that gauge the difference between a fund's actual yearly performance and the performance one would expect of it, given its "characteristic" volatility.

Participants in Georgetown's retirement program have already received comparative performance data for all 35 of their investment options from the university's office of insurance and retirement. Mr. Browne says the office is about to contract with Lipper Analytical Distributors, Inc., for periodic updates. He adds that other useful information is reported regularly in newspapers and financial publications—such as *Barron's*, a weekly produced by Dow Jones & Company, and *Forbes* magazine, which provides annual performance data on mutual funds every August.

Mr. Schotland, meanwhile, advocates a diversified approach to retirement investments. For those who already have a substantial build-up in C.R.E.F., he sees "no reason" not to put future contributions in other accounts. The Georgetown options include some strong, conservative mutual funds that should enable investors virtually to "replicate" C.R.E.F., he says, with the added advantage of tax-free "rollovers" at any time—something that T.I.A.A. and C.R.E.F. do not allow.

Limit on Rollovers

Even the cashable group annuities planned for next fall will not allow rollovers as a matter of course, officials of the two companies say. The new policies will be fully cashable and rollable at retirement, or whenever employees leave their institutions, but at no other time.

Rollovers will be permitted into Individual Retirement Accounts and other employer-sponsored plans, but some of those plans, under Section 401A of the Internal Revenue Code, will have to satisfy certain requirements for participation and avoid discrimination in favor of highly paid officials.

According to Donald S. Willard, an executive vice-president at T.I.A.A. and C.R.E.F., those two companies' regular annuity programs, among other so-called 403B plans, do not have to meet the rules on participation and nondiscrimination. He also notes that full cash withdrawals will be required, even if a participant wants to roll only some of it into another fund.

Another limitation will prevent participants from transferring money into the new plan from previously established T.I.A.A.-C.R.E.F. accounts.

TIAA Performance in Question

Mr. Schotland says he has been unable to judge adequately the performance of T.I.A.A. because the company has not reported its assets at market value. However, a notice that the company recently mailed to participants said that, for the year beginning March 1, T.I.A.A. annuities would earn 11.5 per cent on accumulations credited since January 1, 1982. The interest rate is down from 12.25 per cent last year and 14 per cent in 1982.

One Georgetown faculty member who has money in both T.I.A.A. and C.R.E.F.—Richard H. Chused, associate professor of law—agrees with Mr. Schotland that it is difficult to measure T.I.A.A's quality. He says he's likely to switch entirely to other investments, but that he could see staying with T.I.A.A. more readily than with C.R.E.F., which has been outperformed in recent years by various mutual funds.

The companies' decision to offer a new cashable group annuity next fall follows other steps to increase participants' options. A new money-market annuity is in the planning stages, and, effective in June, age restrictions will no longer apply to policyholders' rights to withdraw up to 10 per cent of their total accumulations in a lump sum at retirement or to transfer C.R.E.F. funds into T.I.A.A. Details of those changes appeared in the February issue of the companies' newsletter, *The Participant*.

Related information is contained in two free booklets, *Allocating Premiums Between TIAA and CREF* and *Some Thoughts About the CREF Transfer-to-TIAA Option*. The companies' address is 730 Third Avenue, New York 10017.

Booklet on Distributions

Another free publication, published by E. F. Hutton and Company, is *Lump Sum Distributions: What Are They and How Do I Make the Most of Them?* For a free copy, write to Gary J. Strum, First Vice-President, E. F. Hutton, 26 Broadway, Room 1001, New York 10004.

In addition, transcripts of the recent Georgetown meeting on retirement options—along with risk and performance data—are expected to be available by the end of April. To request a copy (but not before mid-April), send a self-addressed, 9-by-12 envelope with $1.22 postage on it to Roy A. Schotland, Georgetown University Law Center, Washington 20001.

Carter Pension Aide to Direct New Study

NEW YORK

Thomas C. Woodruff, a consultant in labor relations and pension funds who headed the President's Commission on Pension Policy in the Carter Administration, has been named executive director of the recently formed Commission on College Retirement.

Mr. Woodruff is a former visiting associate professor at Cornell University's School of Industrial and Labor Relations. He is scheduled to begin full-time work with the commission on April 2.

The 18-member panel, which has been asked to publish a report by the end of 1985, was created by four foundations—the Carnegie Corporation of New York, the Ford Foundation, the William and Flora Hewlett Foundation, and the Andrew W. Mellon Foundation. The commission's chairman is Oscar M. Ruebhausen, a New York lawyer.

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Average Salary Increases for 'Continuing' Faculty

	Public institutions	Church-related institutions	Other private institutions	All institutions
Doctorate-granting institutions				
Professor	5.0%	7.8%	7.5%	5.6%
Associate professor	5.4%	8.6%	7.9%	6.0%
Assistant professor	6.7%	9.4%	8.9%	7.2%
Instructor	5.3%	8.3%	10.1%	6.1%
All ranks	5.3%	8.5%	7.9%	5.9%
Comprehensive institutions*				
Professor	4.1%	6.0%	7.0%	4.8%
Associate professor	4.5%	5.9%	7.0%	5.1%
Assistant professor	4.5%	6.7%	7.8%	5.3%
Instructor	4.5%	7.1%	7.6%	5.1%
All ranks	4.4%	6.2%	7.2%	5.1%
General baccalaureate institutions				
Professor	4.0%	5.3%	6.9%	5.6%
Associate professor	4.9%	6.1%	7.5%	6.2%
Assistant professor	4.9%	6.6%	8.1%	6.6%
Instructor	5.9%	4.7%	7.7%	5.9%
All ranks	5.1%	5.9%	7.4%	6.2%
Specialized institutions				
Professor	6.6%	6.4%	7.6%	7.0%
Associate professor	6.2%	5.3%	8.2%	7.1%
Assistant professor	6.3%	6.2%	8.6%	7.4%
Instructor	6.2%	6.0%	6.3%	6.2%
All ranks	6.4%	6.1%	7.8%	7.1%
2-year colleges				
Professor	5.2%	6.6%	6.4%	5.2%
Associate professor	5.5%	7.8%	6.3%	5.5%
Assistant professor	6.0%	9.7%	5.4%	6.0%
Instructor	5.7%	7.5%	5.4%	5.7%
All ranks	5.6%	8.0%	5.7%	5.6%
Institutions without academic ranks	4.3%	6.3%	5.0%	4.3%
All institutions except those without academic ranks				
Professor	4.7%	6.1%	7.3%	5.4%
Associate professor	5.2%	6.6%	7.6%	5.8%
Assistant professor	5.5%	7.1%	8.3%	6.3%
Instructor	5.1%	5.5%	7.8%	5.6%
All ranks	5.0%	6.5%	7.6%	5.7%

*Institutions that are characterized by diverse post-baccalaureate programs, but do not engage in significant doctorate-level education.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

5.7-Pct. Raises Reported

Continued from Page 17

ry increases associated with promotions and retention."

Last year, for example, the survey found that the increase for all faculty members was 6.4 per cent, 1.5 percentage points lower than the increase for continuing faculty.

A survey for *The Chronicle*, based on salary figures reported by both continuing and new full-time faculty members, found a 6.1-per-cent increase for 1983-84 (see *The Chronicle*, March 7).

The A.A.U.P. report lists the percentage increases by rank and by type and control of institution. The actual average salaries will be published in the summer in the A.A.U.P.'s bimonthly bulletin, *Academe*.

New Books on Higher Education

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in bulk.

Crime in the Library: A Study of Patterns, Impact, and Security, by Alan Jay Lincoln (Customer Service, R. R. Bowker Co., P.O. Box 1807, Ann Arbor, Mich. 48106; 179 pages; $26.95, plus $2 for shipping). Discusses such topics as theft and vandalism of library materials;focuses on public libraries, but contains information that could be useful to college and university libraries.

Degrees Awarded in the Nation, and the South, by Race, 1980-1981, compiled by Michael M. Myers (Southern Regional Education Board, 1340 Spring Street, N.W., Atlanta 30309; 76 pages; $5 prepaid). Tells how many degrees in each field were awarded at the undergraduate, graduate, and professional levels in the United States as a whole, in 14 Southern states, and among the nation's black students.

The Financing of American Higher Education: A Bibliographic Handbook, by Richard H. Quay and Peter P. Olevik (Oryx Press, 2214 North Central at Encanto, Phoenix 85004; 142 pages; $27.50 prepaid). Lists articles, books, reports, and other materials—written from 1960 to 1981—that deal with higher-education finance.

The HEP 84 Higher Education Directory (Higher Education Publications, Inc., 1302 18th Street, N.W., Suite 401, Washington 20036; 517 pages; $29.90). Provides information on more than 3,600 colleges, universities, and other postsecondary institutions in the United States, Puerto Rico, and the U.S. Virgin Islands.

History of the College for the Deaf, 1857-1907, by Edward Miner Gallaudet, edited by Lance J. Fischer and David L. de Lorenzo (Gallaudet College Press, 800 Florida Avenue, N.E., Washington 20002; 288 pages; $17.95, plus $2.25 for shipping). A history of Gallaudet College, which the author founded in 1864.

The Insider's Guide to the Colleges, 1984-85, compiled and edited by the staff of *The Yale Daily News* (Congdon & Weed, 298 Fifth Avenue, New York 10001; 496 pages; $9.95, plus $1.25 for shipping). A guide to the country's colleges and universities that is based on reports from students at those institutions; includes information on such subjects as academic programs and the quality of social life.

In the Image of Confucius: The Education and Preparation of Teachers in Taiwan, by Douglas C. Smith (Pacific Cultural Foundation, distributed by Specialty Books, P.O. Drawer D, Shepherdstown, W.Va. 25443; 200 pages; $5, plus 95 cents for shipping). Examines the historical, philosophical, and social aspects of Taiwanese teacher education.

Issues in Vocational Education, by Eva C. Galambos (Southern Regional Education Board, 1340 Spring Street, N.W., Atlanta 30309; 36 pages; $3 prepaid). Focuses on ways of improving vocational education in secondary and postsecondary institutions in 14 Southern states.

Tools in the Learning Trade: A Guide to Eight Indispensable Tools for College Students, by Barbara Currier Bell (Scarecrow Press, 52 Liberty Street, Metuchen, N.J. 08840; 179 pages; $15 prepaid). Describes the use of such educational tools as calculators, computers, dictionaries, encyclopedias, and writing guides.

Solution to Last Week's Chronicle Acrostic

"Have a vision. Stand for something. Think, talk, and walk like a president; smile and laugh and be especially nice to the 'little people.' Get to know the cooks. . . . Don't give too many speeches. . . . If you have to remind people who you are, you aren't."—(James L.) Fisher, Power of the Presidency

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News Summary

Articles on inside pages

For answers about campaign finance, politicians and journalists turn to a University of Southern California scholar. Story on Page 5.

An official historian of the House of Representatives has finally been appointed, after years of lobbying by scholars. Story on Page 9.

Professors must accept schoolteachers as equals if cooperation between colleges and public schools is to work, speakers at the meeting of the American Association for Higher Education said. Story on Page 12.

Tuition and housing benefits for faculty members would continue to be exempt from taxation under a bill approved by the Senate Finance Committee. Story on Page 15.

A bill approved by a House committee would authorize the N.S.F. to spend $40-million more than the President requested to give researchers more access to supercomputers. Story on Page 15.

To protect themselves against an increasing number of lawsuits against colleges and faculty members, many professors are buying individual liability insurance. Story on Page 21.

The Supreme Court last week heard the N.C.A.A.'s arguments that it should remain the sole purveyor of the rights to televise college football games. Story on Page 27.

Quebec has become the first Canadian province to begin charging higher tuition to college students from elsewhere in the country. Story on Page 31.

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Tight Budgets and 'Socialistic' Image Plague Britain's Open University

By DAVID WALKER

LONDON

Britain's Open University, the best known of the nontraditional institutions that offer alternative paths to a university degree, has fallen on hard times, with cutbacks in its enrollment and a warning from a member of the Cabinet that it must reassess its "future direction."

THE OPEN UNIVERSITY

The university, which accepted its first students in 1971, has been widely studied by educators from the United States and elsewhere as a model of nontraditional education. Similar institutions have been developed in at least 10 countries, and Open University materials are now being used by colleges and universities that belong to the U.S.-based International University Consortium for Telecommunications in Learning.

Spokesmen for the university say that Prime Minister Margaret Thatcher and her Cabinet have undervalued its innovative programs of "distance learning" and its potential for providing professional training and adult education.

Long suspected of "socialistic tendencies" by British conservatives, the university has been criticized for paying insufficient attention to scientific and technological fields and for failing to develop useful

Continued on Page 33, Column 1

2 Indicted, 40 Under Investigation in FBI Probe of 'Diploma Mills'

By CHARLES S. FARRELL

The Federal Bureau of Investigation is in the midst of a massive crackdown on the sale of fake college diplomas.

A federal grand jury has indicted officials of two of the "diploma mills," and as many as 40 more may be the subject of indictments in the months to come, according to Special Agent Allen Ezell of the bureau's Charlotte, N.C., office, which is conducting the investigation, known as "Dipscam."

The sale of bogus diplomas is a big business that is getting bigger, Mr. Ezell said. Some diploma mills have thousands of "graduates" and bring in millions of dollars, he said.

John B. Bear, a consultant on nontraditional education who has worked with the F.B.I. in its crackdown, said he estimated the number of bogus diplomas that have been distributed worldwide to be "hundreds of thousands and quite possibly over a million—and I'm absolutely convinced it is becoming an even larger business."

The F.B.I. investigation began nearly four years ago, Mr. Ezell said, when North Carolina residents complained that a man was offering diplomas from a Southeastern University in Greenville, S.C. (not connected with the accredited private institution in the District of Columbia).

F.B.I. agents bought degrees and tran-

Continued on Page 14, Column 1

U.S. May Cut Off Aid to Colleges in 3 Bias Cases

714 complaints settled to meet court's deadline

By CHERYL M. FIELDS

WASHINGTON

The Education Department has notified the University System of Georgia, West Georgia College, and Auburn University that it will move to cut off their federal education aid unless they resolve bias charges lodged against them.

The actions were taken as the department's Office for Civil Rights met a court-ordered deadline for disposing of a backlog of 761 discrimination cases involving colleges and schools throughout the country. The civil-rights office closed 714 of the cases by reaching settlements, finding that there was no discrimination involved, or finding that the agency had no jurisdiction, said Laurie Snow, a spokesman for the agency.

"Eighteen cases were referred to the Department of Justice for legal action, 27 are being taken to administrative enforcement, and two were tolled—carried over—which we can do under the court's order," said Ms. Snow.

20 Days to Resolve Complaints

In the Georgia system, West Georgia, and Auburn cases—the only higher education cases being taken to administrative enforcement—the institutions have 20 days to resolve the complaints that the Education Department's Office for Civil Rights found to be valid, or face administrative hearings that could lead to the termination of federal funds.

The civil-rights office contended that the

Continued on Page 20, Column 1

Fortunes Improve Dramatically for Academic Exchanges

By MALCOLM G. SCULLY

WASHINGTON

Federally financed educational and cultural exchanges, which faced the threat of virtual extinction less than three years ago, have undergone a dramatic shift in fortunes.

In 1981, the Reagan Administration proposed cutting support for the Fulbright program in half and eliminating Fulbright exchanges in more than half the 120 participating countries.

This year the Administration has asked for a $20.3-million increase for the Fulbright fellowships and other exchange programs. The White House also wants an extra $24.6-million to bring undergraduates from Central America to U.S. campuses and to finance other exchange activities proposed last year by the National Bipartisan Commission on Central America, widely known as the Kissinger Commission.

Altogether, the Administration is seeking $144.8-million for exchanges—an increase of almost 45 per cent.

"That's a bigger increase than the Defense Department is getting," said one Senate staff member.

Supporters of academic exchanges cite several reasons for the change since the "crisis" of 1981.

They say the crisis itself generated more active and more sophisticated lobbying by colleges and associations interested in international education than had ever been seen before.

It also built a network in Congress of Senators and Representatives who paid

Continued on Page 17, Column 1

In Denver, Culture Is a 'Growth Industry'

A "cultural renaissance" has made Denver an attractive city for academic visitors, who can enjoy outstanding musical and theatrical performances. Less than an hour away, visitors can find what one local faculty member calls "some of the most awesome country in North America."

For details, see Page 22.

'In' Box

An aggressive new approach to employee fringe benefits has been toned down by Yale University in response to a recent statement by the Internal Revenue Service that questioned so-called "reimbursement" or "flexible-spending" accounts.

Representatives of other colleges and universities joined Yale in criticizing the I.R.S. statement. Benefits experts saw the statement as a threat to "salary reduction" plans, which allow employees to reduce taxable income before the year begins by setting aside some of their salary to pay for such benefits as medical care—and to receive any funds left over at year's end.

Yale is one of a handful of colleges and universities using salary reduction. Others include Dickinson and St. Olaf Colleges and Harvard and Carnegie-Mellon Universities. The Yale plan, however, allowed employees to reduce their salaries *after* they had incurred expenses, and to receive nontaxable reimbursements more frequently than once than a year.

•

Benefits experts had predicted that Yale's form of salary reduction—known as the Zero Balance Reimbursement Account, or Zebra—would be the main target of the I.R.S. assault. Because of the government's statement, Yale decided to strike that option from its benefits plan.

"We have suspended the part of the plan that has the Zebra stripe on it," said Richard L. Silva, director of personnel at Yale.

As a result, Yale employees now cannot come in with medical and dental expenses in hand and have them reimbursed through salary reduction, Mr. Silva explained. But they can still make a one-time decision to reduce their salaries to cover life-insurance and medical-insurance premiums, he added.

There has been "very little" reaction at the university, Mr. Silva said, pointing out that many employees there considered the Zebra option "too good to be true."

Representatives of several colleges and universities said they had consulted with benefit-planning groups to determine the scope of the recent I.R.S. statement, which was not considered legally binding. A more detailed regulatory proposal from the agency has been expected, but experts said last week they did not know when it might come.

•

Officials whose institutions have not featured Zebra accounts were more sanguine about the matter, indicating that they had not altered their plans after the I.R.S.'s statement.

Juanita R. Russell, associate director of personnel and benefits at Carnegie-Mellon, said that her institution was advising employees not to redo their taxes in response to the I.R.S. warning. "We think the I.R.S. will have a difficult time retroactively taxing either the employer or the employee," she said. "We spent a lot of time and a lot of legal expense to make sure this plan fit the description in the I.R.S. code."

Personal & Professional

Faculty Members, Administrators Obtaining Their Own Professional Liability Insurance

With litigation on the rise, says one professor, 'any fool can file a lawsuit against you'

By SCOTT HELLER

It took a "near miss" on the ski slopes to persuade William G. Droms to purchase disability insurance.

"I was ski racing with a friend and I went off the edge," recalls Mr. Droms, an associate professor of finance at Georgetown University. "As I was flying through the air and heading for the trees, I thought, 'Damn, I should have bought disability insurance.' "

Although he was not seriously hurt, Mr. Droms says he learned a lesson about insuring himself against injury in his hobby, and he purchased disability insurance the very next week. When it came to his job, however, he didn't wait for a near miss. After reviewing a faculty organization's plan for professional liability insurance two years ago, he immediately bought some.

For a $30-a-year premium, Mr. Droms is covered for up to $500,000 in damages. Although he says he is "probably over-insured," since Georgetown has a liability policy for its employees, he does not regret having the extra protection.

"Considering how many professors are being sued, this is cheap insurance," he says. "Any fool can file a lawsuit against you, and even if you know you've been completely law-abiding, it doesn't mean that it won't cost you money."

Large Claims Breed Caution

Mr. Droms is one of several thousand faculty members and administrators who have purchased individual policies to supplement or complement their institutions' provisions, if any, for insurance or indemnification. In an atmosphere of increased litigation, with large monetary claims being made against institutions and their employees, people in academe are growing cautious and, perhaps, a bit scared.

Lawsuits against colleges and universities often name long chains of employees, as well as the institutions, as defendants. "They're shooting at everything," says Ronald A. Bouchard, assistant vice-president for personnel administration at the University of Virginia.

UNIVERSITY OF VIRGINIA

Suits against colleges often name individual employees, observes Ronald Bouchard of U. of Virginia.

GEORGETOWN UNIVERSITY

For $30 a year, William G. Droms of Georgetown U. has bought $500,000 in professional liability insurance.

Being involved in litigation for the first time may be "the worst thing that can happen to a person, next to a terminal disease," says Robert J. Reinstein, legal counsel at Temple University.

To calm such fears, the American Association of University Professors, the National Education Association, and the American Federation of Teachers (A.F.L.-C.I.O) are offering individual policies to protect a faculty or staff member in cases like these:

► A student sues his professor over a failing grade,

► A secretary sues her boss over sexual harassment.

► A junior faculty member sues his colleagues over discrimination in their decision to deny him tenure.

The A.A.U.P. policy, which is nearly four years old, covers employees with respect to their professional duties as faculty members, department chairmen, librarians, researchers, or counselors. The coverage is particularly geared to, but not limited to, legal action that may arise from:

► Dismissal, suspension, disciplinary sanction, or layoff of a faculty member before the expiration of a term appointment.

► Nonreappointment of a probationary faculty member.

► Evaluation of students.

► Decisions affecting a colleague's sala-

Continued on Page 26, Column 1

Women Trail Men in Faculty Salaries, Survey Finds

By JEAN EVANGELAUF

Female faculty members at colleges and universities this year had slightly larger average salary increases, in percentage terms, than males—6.2 per cent compared with 6 per cent, according to a survey conducted for *The Chronicle*. However, while men are earning an average of $29,015, women are receiving an average of $23,855, nearly 18 per cent less.

The average salaries of both men and women teaching at private institutions lag behind those of their counterparts at public colleges and universities, the survey shows.

A table of survey results appears on Page 26. The figures represent the average salaries of full professors, associate and assistant professors, and lecturers.

On average, men were found to be earning more than women in all eight disciplinary categories included in the survey. The largest gap is in engineering and computer science, where men are earning $9,000 more—35 per cent more—than women.

However, women in engineering departments have the highest average salary—$25,948—among women in any of the disciplines. The lowest average earnings of women are in fine and applied arts, physical education, and science and mathematics. Women in those fields earn less than $23,000 annually.

The average salaries of men and women are the closest in vocational education, a field that includes home economics, health, and nursing. Women earn about 10 per cent less than men in those fields.

The survey did not differentiate between men and women by rank and sex. It is likely that some of the differences in average salaries can be attributed to the fact that women form a greater proportion of faculty members in the lower academic ranks, and receive the low salaries in those ranks.

The National Center for Education Statistics reported that in 1982-83 women accounted for 11 per cent of the full professors, 22 per cent of the associate professors, 36 per cent of the assistant professors, and 53 per cent of the instructors.

For instance, at Coe College the difference in men's and women's salaries is close to the $3,300 difference the survey showed for private liberal-arts colleges, according to J. Preston Cole, vice-president and dean of the college. "But it's a

Continued on Page 26, Column 1

Pay Raises

Continued from Page 21

misleading statistic," he said, "because the numbers have not yet equalized. The women full professors are new to that rank, and are earning less than men. We don't discriminate, but the data won't show it for a decade or so."

At Coe this year the salary increase was smaller than the overall 7.3-per-cent increase reported for private liberal-arts colleges, but Mr. Coie said increases in the past three years were 10 per cent or above. "The full professors get more in dollars," he said, "but an across-the-board increase would mean that the haves would get have-ier and the nots would get not-ier."

At Mercer University in Atlanta, faculty salaries increased by about 8 per cent this year, according to Provost Robert T. Sandin. Faculty salaries by age at Mercer are similar to the survey findings for all private institutions. Mercer is making an effort to increase the salary spread between the ranks, Mr. Sandin said.

"Most of the senior people have given the bulk of their lives to the institution," he said. "The institution can begin to exploit their dedication, and we're trying to compensate them. Those professors are a stabilizing force for Mercer."

At Clark County Community College in Nevada the average salary is close to the $26,000 figure that the survey found for public two-year college professors. But because of budget cutbacks, the state legislature did not authorize salary increases this year. Dale Johnston, dean of educational services, said the college has been unable to fill two faculty positions in data processing and electronics because "we couldn't afford to pay for the people we wanted."

The survey was conducted for *The Chronicle* by John Minter Associates, a higher-education research firm in Boulder, Colo.

CHRONICLE SURVEY

Estimated Faculty Salaries for 1983-84

By sex, tenure status, and age

Public Institutions

	Ph.D.-granting		Comprehensive *		2-year		Total	
	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)
Men	$33,289	5.8%	$29,769	5.2%	$26,514	5.2%	$30,168	5.4%
Women	27,357	6.6%	24,542	5.6%	24,271	5.7%	25,211	5.9%
Tenured	$34,537	5.6%	$30,359	5.0%	$27,892	5.2%	$31,285	5.3%
Not tenured	25,970	6.5%	22,969	6.5%	20,208	4.6%	23,817	6.3%
Non-tenure track	21,008	6.9%	22,972	8.0%	23,498	5.8%	22,472	6.9%
Age 35 and under	$25,205	7.6%	$23,489	6.0%	$21,660	6.1%	$23,555	6.7%
Age 36 to 45	31,964	6.0%	27,304	6.0%	25,321	5.4%	28,410	5.8%
Age 46 to 55	34,953	5.9%	30,896	4.6%	27,254	5.3%	31,162	5.2%
Age 56 to 65	37,415	3.8%	32,550	4.9%	29,832	4.3%	33,662	4.3%

Private Institutions

	Ph.D.-granting		Comprehensive *		Bachelor's only		Total	
	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)
Men	$35,537	7.0%	$26,944	6.1%	$23,545	7.0%	$27,504	6.7%
Women	29,817	6.4%	21,883	5.4%	20,274	7.6%	22,460	6.6%
Tenured	$38,933	6.5%	$27,409	6.3%	$25,464	7.1%	$31,635	6.4%
Not tenured	26,537	8.6%	21,254	5.4%	19,088	7.3%	23,234	6.7%
Non-tenure track	24,975	9.1%	21,025	14.5%	17,258	7.3%	24,235	9.9%
Age 35 and under	$26,473	8.7%	$20,638	6.4%	$18,432	7.4%	$22,495	7.3%
Age 36 to 45	30,279	7.6%	26,163	6.6%	23,476	8.1%	27,825	7.0%
Age 46 to 55	39,824	6.6%	27,792	5.4%	24,760	6.3%	33,441	6.1%
Age 56 to 65	45,782	5.4%	28,688	5.7%	27,499	6.0%	33,721	5.6%

By academic discipline and sex

	Arts, fine and applied		Business and economics		Engineering (c)		Humanities (d)	
	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)
Men	$26,896	6.6%	$29,768	5.7%	$35,028	7.5%	$28,226	6.0%
Women	22,470	5.9%	23,673	6.4%	25,948	4.0%	23,928	7.7%

	Physical education		Science and mathematics		Social sciences		Vocational education (e)	
	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)	Average (a)	Increase (b)
Men	$26,359	5.7%	$29,742	5.6%	$28,670	5.5%	$27,184	5.0%
Women	22,599	5.5%	22,500	5.6%	24,978	5.7%	24,353	6.6%

* Institutions with more than 1,500 students, a liberal-arts program, and at least one professional program.

(a) Salary figures are for full-professor, associate, assistant, and instructor levels. Figures for those employed on other than nine-month contracts are adjusted to a nine-month basis. Salary data include base salary only. They do not include fringe benefits or the value of contributed services.

(b) Increase of average salary for 1983-84 over average for 1982-83.

(c) Includes computer science.

(d) Includes language, literature, and communications.

(e) Includes home economics, health, and nursing.

Note: Survey data are based on responses of 2,100 faculty members who offered courses in the fall of 1983. A random sample was drawn from faculty lists that were revised on October 1, 1983.

Data are weighted to represent faculty members at colleges and universities of all types except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students. Technical inquiries about the survey design and sampling techniques should be addressed to John Minter Associates, P.O. Box 107, Boulder, Colo. 80306.

SOURCE: SURVEY FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES

Professional Liability Insurance

Continued from Page 21

ry, promotion, rank, leaves of absence, work assignment, or resignation.

The $500,000 in coverage is payable only if other coverage—by the university or state agency—proves insufficient.

The N.E.A.'s Educators Employment Liability Program automatically covers its 60,000 higher-education members under their $57 annual dues. However, the policy is more relevant for people in secondary schools than in higher education, according to Lynn Ohman, an N.E.A. legal-services representative.

Both N.E.A. and A.F.T. policies protect educators against financial losses of up to $1-million in a civil-negligence suit, typically a sports-related accident, though they exclude various employee-versus-employee disputes, which the A.A.U.P. highlights in its plan. Ms. Ohman says, however, that the N.E.A. is "strongly considering" adding such coverage.

Although there have been few claims so far under professional liability insurance policies, many people have bought them as a "better safe than sorry" hedge against high personal damage claims. Policyholders may be unsure what their college's coverage will provide for them personally, or they may not want the institution's legal representation.

"In this litigious age, professors have with some frequency been subject to threats of legal action in connection with their official responsibilities," says Jordan E. Kurland, associate general secretary of the A.A.U.P.

"The responsibility of a faculty member—as teacher, as researcher, as someone engaged in university service on advisory and decision-making committees—is a unique kind of responsibility. We found that there was nothing on the market that really spoke to that particular need.

"There are some universities that just assume the obligation, but very few of them have it in their stated policies that they will, so it's very chancy," Mr. Kurland adds. "In other places, universities have just turned their backs on professors—or presidents for that matter—and said, 'You're on your own.' "

Panel Members Vulnerable

For Mr. Droms of Georgetown, the idea of purchasing liability insurance first arose when a student threatened to sue him over a poor grade. The suit never materialized, but the professor says the incident led him to think about his liability as a member of the academic personnel committee of Georgetown's business school.

That panel determines merit-pay raises, Mr. Droms explains, leaving its members particularly vulnerable to lawsuits from faculty members who are unhappy with the committee's decisions.

When he saw the A.A.U.P. insurance plan advertised in its journal, Mr. Droms says, he did more than sign up—he photocopied the ad for each member of the committee.

"My sense is that here we are well covered," he says, "but I don't think there's a statement of that. I think we're just born believing that Georgetown will protect us."

Georgetown officials would not disclose how the university protects its employees for professional liability. However, Mr. Reinstein of Temple and legal officers at other institutions say that, typically, liability coverage provides "blanket" protection in lawsuits, provided the employees were acting within the "scope of their employment."

"Employees almost invariably are acting within the scope of their duty, at least arguably," says Ray J. Aiken, former legal counsel for Marquette University and contributor to a book, *Legal Liabilities in Higher Education: Their Scope and Management*, published by the Association of American Colleges.

Thus, Mr. Aiken and other experts say, faculty members who serve on tenure-review panels and in other quasi-administrative roles are basically protected.

Those who purchase their own professional liability insurance, Mr. Aiken adds, are responding to "individual instances that are publicized by the media, magnified to the point where people worry, 'Oh, it could happen to us.' "

While the legal vulnerability may not be great, experts advise all staff members, especially those at small colleges, to determine what coverage their institution provides and to weigh the merits of personal insurance accordingly.

Different Situations

The situation differs between public and private institutions, and from state to state. Some states and institutions provide blanket coverage, says Virginia's Mr. Bouchard, while others pay employees' legal expenses out of their own funds as long as the individuals acted in "good faith." In many states, employees of public institutions are automatically indemnified by law.

Mr. Bouchard, who has been involved in personnel administration for more than 20 years, says college personnel officers are often direct targets for legal claims because of their responsibilities in the selection, retention, and dismissal of faculty and staff members.

To minimize the risk of being sued, Mr. Bouchard told a recent meeting of personnel officers, they should "make personnel administration more objective" by establishing clear policy standards and specifying the means for performance evaluation.

Nevertheless, he says, "one ought to have some means of protecting oneself. The exposures to litigation are just phenomenal."

The University of Virginia has a "sweeping" indemnification policy, Mr. Bouchard says, but the institution will not indemnify an employee if he or she acted with "gross negligence" or "willful misconduct."

Employees at Virginia have faith that the university will support them against damage claims, he adds. "Any approach short of saying that the benefit of the doubt is given to the administrator will cause everyone to give up serving on committees or in administrative roles that deal with gray-area questions."

In any case, the State of Virginia provides $5-million in insurance for each of its employees—including those at the university—who may be subject to liability in supervisory roles. Nevertheless, Mr. Bouchard has also purchased "a bit" of professional liability insurance for himself.

While the decision to purchase an individual plan is debatable, liability experts say, university employees are still generally wary of encounters with the legal system.

"It's a very demoralizing thing for a faculty member to be called to task," says Richard Gaskins, dean of the School of Social Work and Social Research at Bryn Mawr College, and an expert on professional liability. "Insurance doesn't mean that you still don't have to go through the scrutiny of the judicial system."

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News Summary

Articles on inside pages

If newly trained teachers do not meet expectations in the classroom, Doane College professors will go to school to eliminate the "rough spots." Story on Page 3.

Bureaucratic paperwork and graffiti are all subjects for scholarly investigation by a controversial folklorist. Story on Page 5.

A House bill that would have required pension benefits to be calculated without regard to sex has been rejected. Story on Page 15.

Two universities have support from influential Congressmen in a quest for new research funds, prompting allegations of "self-interest." Story on Page 15.

Cases involving bias complaints could be handled more effectively if federal departments did not have to meet unrealistic court-ordered deadlines, the Administration told an appeals court. Story on Page 15.

Proposed legislation could force students to take out guaranteed loans in order to qualify for campus-based financial-aid programs, two national student organizations say. Story on Page 19.

American professors find teaching in foreign countries both rewarding and frustrating. Story on Page 21.

Few championship tournaments made money for the N.C.A.A. last year. Story on Page 28.

A Soviet scientist has spoken out against his government's efforts to discourage students from completing doctorates. Story on Page 29.

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10 NEW ENDOWED CHAIRS

Big-Spending U. of Texas Aims for the Top in Computer Science

By JUDITH AXLER TURNER

AUSTIN, TEX.

The University of Texas at Austin is in the midst of an effort to develop a computer-science and microelectronics program that it hopes will rival the "big three" of the field: Carnegie-Mellon University, the Massachusetts Institute of Technology, and Stanford University.

Among the developments:

► Texas will announce this week that, thanks to an anonymous donor, it has raised $17-million for its microelectronics and computer-science effort, to add to $15-million it had already committed to spend for at least 10 endowed professorships.

► The university will also announce this month that Edsger W. Dijkstra, an award-winning computer scientist from the Netherlands, has accepted the first of the endowed chairs.

► Because of the university's plans, the Microelectronics and Computer Technology Corporation, a research-and-development company operated by 15 major high-technology companies, including Digital Equipment Corpo-

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PHOTOGRAPH FOR THE CHRONICLE BY BILL MALONE

K. Mani Chandy, University of Texas computer scientist: "My goal is to have an environment where great ideas and great students come out."

3 Universities Warn Pentagon on Censorship

They may reject research if publication is limited

By KIM McDONALD

WASHINGTON

The presidents of three major research universities have warned the Reagan Administration that their institutions may be forced to stop conducting unclassified research for the Pentagon if they are required to give military reviewers the right to restrict publication of some findings.

The presidents of Stanford University, the California Institute of Technology, and the Massachusetts Institute of Technology wrote Administration officials that a proposed research-contract provision being considered by top Pentagon administrators would infringe on the free communication of academic research.

The proposal would give military reviewers the authority to restrict the publication of research results by scientists doing unclassified applied research and development for the Defense Department.

The presidents' letter was delivered last week to George A. Keyworth, II, President Reagan's science adviser, and Richard D. DeLauer, Under Secretary of De-

Continued on Page 18, Column 1

Most College Chiefs Like Jobs, but 1 in 4 Found Ready to Quit

CHICAGO

One fourth of college and university presidents enjoy their jobs—and another fourth would quit tomorrow, given the chance. The other 50 per cent "like their jobs more than they dislike them," but think that the presidency has problems, according to preliminary findings of a national study.

For one thing, the study found, it can be lonely at the top. A president may face continuous opposition from administrators who have been at the college longer than the president and have established themselves in its hierarchy. Such officials, part of a group called "untouchables" in the study, may interfere with the president's attempts to develop a management team and impede his or her efforts to get things done.

A college's former president may be the No. 1 untouchable, the study suggested, and a "menace" if he is still on the campus.

The stresses of being a college president spill over into his personal life, the study found, putting a strain on all members of the official's family. Also, because of differences in professional status and roles, presidents may find that they can no longer

Continued on Page 21, Column 2

Deluge of New Freshman Applications Surprises Many Admissions Directors

By BEVERLY T. WATKINS

Applications for next fall's freshman classes have reached record levels at some colleges and universities, despite a decline in the number of students graduating from high school and a rise in the cost of higher education.

The deluge of applications has surprised many admissions directors, particularly those at highly selective institutions. Many of those colleges are located in the Northeast, the region that is experiencing the sharpest decrease in the number of high-school graduates.

However, at colleges in the West and Southwest, where applicant pools are growing, some admissions officials also say they did not expect such large numbers of applications this year.

Some admissions officers who are willing to speculate on the reasons for the increase say that an improved economic outlook has led more families to believe they

Continued on Page 13, Column 1

In the 'Athletics' Section

CBS SPORTS

Television ratings for some basketball games were down this season, causing broadcasters to cut back the number of contests they will show next year. Many blame a "glut" of televised basketball during the regular season for the ratings drop. See Page 25.

U.S. bicyclists are being outfitted with unusual bikes, helmets, and other innovative equipment to give them a competitive edge at this summer's Olympic Games. And they'll be racing at a brand-new university-based velodrome, at right. See Pages 25 and 27.

CALIFORNIA STATE U. AT DOMINGUEZ HILLS

FACT–FILE

Revenues and Expenditures of Colleges and Universities, 1981-82

The tables below display revenues by source and expenditures by function of U. S. colleges and universities for 1981-82, the latest year for which data are available.

Overall, revenues increased by 10.1 per cent from 1980-81 to 1981-82, a rise of $6.6-billion. Expenditures increased by 9.8 per cent over 1980-81, up $6.3-billion.

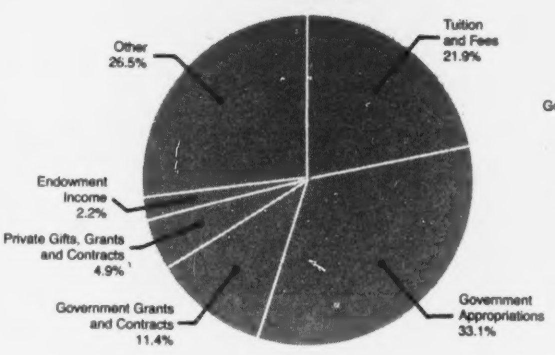
In addition, the value of the institutions' physical-plant assets, as recorded on their financial statements, was $94.5-billion, up 6.5 per cent over the previous year. The indebtedness on those assets increased by 4.7 per cent over 1980-81, and stood at $15.5-billion.

Public institutions accounted for two-thirds of the assets and 56 per cent of the debt, while private institutions controlled one-third of the assets and carried 44 per cent of the debt on physical-plant assets.

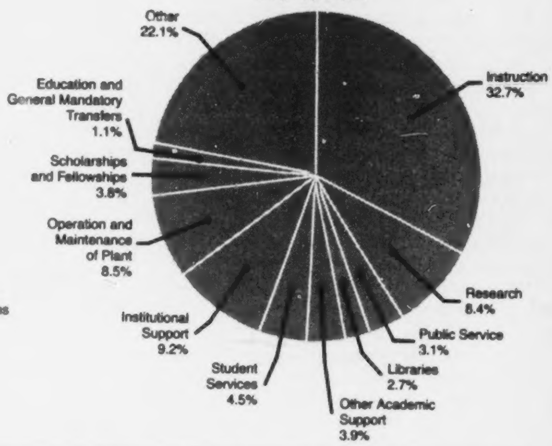
The market value of college and university endowments was $24.4-billion at the end of 1981-82.

The figures are based on the financial reports of 3,294 institutions.

REVENUES
$72,190,856,000



EXPENDITURES AND MANDATORY TRANSFERS
$70,339,448,000



Public institutions	All institutions[1]		Doctoral institutions		Comprehensive institutions[2]		General baccalaureate institutions[3]		2-year institutions	
	1981-82	Per cent of total	1981-82	Per cent of total	1981-82	Per cent of total	1981-82	Per cent of total	1981-82	Per cent of total
Revenues										
Tuition and fees	$ 6,394,813,000	13.5%	$ 2,885,466,000	13.2%	$ 1,624,458,000	16.2%	$ 309,066,000	19.8%	$1,385,758,000	16.2%
Appropriations										
Federal	1,087,493,000	2.3%	314,282,000	1.5%	41,888,000	0.4%	7,792,000	0.5%	80,611,000	0.9%
State	20,695,114,000	43.8%	8,654,567,000	39.7%	5,355,291,000	53.3%	771,348,000	49.5%	4,062,803,000	47.6%
Local	1,599,110,000	3.4%	40,268,000	0.2%	95,002,000	1.0%	10,056,000	0.7%	1,435,888,000	16.8%
Grants and contracts										
Federal	4,208,962,000	8.9%	2,623,059,000	12.0%	566;916,000	5.6%	122,830,000	7.9%	398,135,000	4.7%
State	701,949,000	1.5%	314,749,000	1.4%	120,042,000	1.2%	17,627,000	1.1%	178,785,000	2.1%
Local	157,898,000	0.3%	63,325,000	0.3%	21,164,000	0.2%	4,776,000	0.3%	38,406,000	0.4%
Private gifts, grants, and contracts	1,277,049,000	2.7%	861,409,000	3.9%	161,305,000	1.6%	18,485,000	1.2%	41,241,000	0.5%
Endowment income	244,070,000	0.5%	188,344,000	0.9%	23,422,000	0.2%	4,706,000	0.3%	9,304,000	0.1%
Other sources[4]	10,904,365,000	23.1%	5,871,442,000	26.9%	2,037,730,000	20.3%	291,705,000	18.7%	905,092,000	10.7%
Total current funds revenues	$47,270,822,000	100%	$21,816,909,000	100%	$10,047,219,000	100%	$1,558,751,000	100%	$8,536,023,000	100%
Expenditures										
Instruction	$16,348,109,000	35.4%	$ 6,543,886,000	30.5%	$3,923,091,000	39.9%	$ 565,011,000	36.7%	$3,941,169,000	47.4%
Research	4,004,955,000	8.7%	3,174,784,000	14.8%	342,456,000	3.5%	30,493,000	2.0%	15,704,000	0.2%
Public service	1,812,148,000	3.9%	1,246,138,000	5.8%	251,774,000	2.6%	27,883,000	1.8%	147,656,000	1.8%
Libraries	1,287,812,000	2.8%	560,549,000	2.6%	339,789,000	3.5%	52,293,000	3.4%	262,539,000	3.2%
Other academic support	2,010,509,000	4.3%	938,452,000	4.4%	428,958,000	4.3%	59,188,000	3.8%	368,594,000	4.4%
Student services	2,085,796,000	4.5%	653,635,000	3.0%	536,680,000	5.5%	108,324,000	7.0%	682,826,000	8.2%
Institutional support	3,957,315,000	8.6%	1,285,409,000	6.0%	923,393,000	9.4%	180,897,000	11.8%	1,109,074,000	13.3%
Plant operation and maintenance	4,104,249,000	8.9%	1,574,811,000	7.3%	1,020,935,000	10.4%	169,771,000	11.0%	952,470,000	11.5%
Scholarships and fellowships	1,088,717,000	2.4%	572,770,000	2.7%	241,591,000	2.5%	73,370,000	4.8%	159,034,000	1.9%
Mandatory transfers[5]	470,940,000	1.0%	174,657,000	0.8%	135,688,000	1.4%	23,981,000	1.6%	112,752,000	1.4%
Other[6]	9,048,583,000	19.5%	4,726,230,000	22.1%	1,674,631,000	17.0%	247,591,000	16.1%	556,163,000	6.7%
Total current funds expenditures and mandatory transfers	$46,219,134,000	100%	$21,451,321,000	100%	$9,818,986,000	100%	$1,539,430,000	100%	$8,307,979,000	100%

Private institutions	All institutions[1]		Doctoral institutions		Comprehensive institutions[2]		General baccalaureate institutions[3]		2-year institutions	
	1981-82	Per cent of total	1981-82	Per cent of total	1981-82	Per cent of total	1981-82	Per cent of total	1981-82	Per cent of total
Revenues										
Tuition and fees	$ 9,379,225,000	37.6%	$ 3,071,601,000	26.0%	$ 2,018,840,000	56.1%	$2,594,085,000	51.0%	$435,445,000	59.9%
Appropriations										
Federal	210,339,000	0.9%	130,909,000	1.1%	36,806,000	1.0%	24,357,000	0.5%	5,537,000	0.8%
State	268,749,000	1.1%	98,656,000	0.8%	48,245,000	1.3%	27,997,000	0.6%	6,479,000	0.9%
Local	4,794,000	—	749,000	—	0	—	83,000	—	2,109,000	0.3%
Grants and contracts										
Federal	2,813,023,000	11.3%	2,048,992,000	17.3%	219,254,000	6.1%	256,548,000	5.0%	29,275,000	4.0%
State	182,979,000	0.7%	58,846,000	0.5%	36,354,000	1.0%	45,170,000	0.9%	6,980,000	1.0%
Local	175,867,000	0.7%	84,424,000	0.7%	2,283,000	0.1%	5,748,000	0.1%	1,282,000	0.2%
Private gifts, grants, and contracts	2,286,510,000	9.2%	1,000,666,000	8.5%	257,065,000	7.1%	556,232,000	10.9%	68,536,000	9.4%
Endowment income	1,352,742,000	5.4%	684,866,000	5.8%	196,383,000	5.5%	329,896,000	6.5%	14,944,000	2.0%
Other sources[4]	8,245,805,000	33.1%	4,652,159,000	39.3%	786,446,000	21.8%	1,244,881,000	24.5%	155,943,000	21.5%
Total current funds revenues	$24,920,034,000	100%	$11,831,868,000	100%	$3,601,677,000	100%	$5,084,997,000	100%	$726,531,000	100%
Expenditures										
Instruction	$ 6,614,419,000	27.5%	$ 2,974,788,000	25.8%	$1,186,757,000	34.2%	$1,396,227,000	28.5%	$195,888,000	28.7%
Research	1,924,939,000	8.0%	1,580,246,000	13.7%	88,502,000	2.5%	29,862,000	0.6%	1,327,000	0.2%
Public service	391,578,000	1.6%	152,497,000	1.3%	48,183,000	1.4%	38,842,000	0.8%	2,915,000	0.4%
Libraries	634,604,000	2.6%	282,542,000	2.5%	110,826,000	3.2%	147,013,000	3.0%	15,263,000	2.2%
Other academic support	723,529,000	3.0%	328,019,000	2.8%	129,127,000	3.7%	131,945,000	2.7%	27,912,000	4.1%
Student services	1,091,201,000	4.5%	277,646,000	2.4%	222,490,000	6.4%	388,793,000	7.9%	63,701,000	9.3%
Institutional support	2,513,757,000	10.4%	742,544,000	6.4%	463,110,000	13.3%	728,199,000	14.9%	139,916,000	20.5%
Plant operation and maintenance	1,875,032,000	7.8%	735,312,000	6.4%	314,538,000	9.1%	475,591,000	9.7%	75,615,000	11.1%
Scholarships and fellowships	1,596,228,000	6.6%	635,444,000	5.5%	280,670,000	8.1%	492,748,000	10.0%	37,908,000	5.5%
Mandatory transfers[5]	312,914,000	1.3%	82,011,000	0.7%	67,928,000	2.0%	60,661,000	1.6%	17,156,000	2.5%
Other[6]	6,442,113,000	26.7%	3,737,656,000	32.5%	558,245,000	16.1%	997,186,000	20.3%	106,073,000	15.5%
Total current funds expenditures and mandatory transfers	$24,120,314,000	100%	$11,528,707,000	100%	$3,470,375,000	100%	$4,906,704,000	100%	$683,674,000	100%

— Indicates less than .05%.

[1] Includes doctoral, comprehensive, general baccalaureate, specialized, 2-year, and new institutions.

[2] Institutions with diverse post-baccalaureate programs, including first-professional, but do not engage in significant doctoral-level education.

[3] Institutions which emphasize general undergraduate programs and do not significantly engage in post-graduate education.

[4] Includes sales and services of educational activities and auxiliary enterprises; sales and services of hospitals; independent operations; and others.

[5] Transfers from educational and general current funds to other funds to fulfill binding obligations.

[6] Includes expenditures and mandatory transfers for auxiliary enterprises, hospitals, and independent operations.

SOURCE: NATIONAL CENTER FOR EDUCATION STATISTICS

1982-83 NCAA Championships: How Much They Cost

MISSION, KAN.

Only 12 of the 73 National Collegiate Athletic Association championship tournaments took in more money than they spent in 1982-83.

In the table below, receipts include sales of tickets and programs, entry fees, income from program advertising, fees for radio and television rights, and sales of merchandise. They also include expenses in excess of tournament budgets, which are absorbed by institutions that hold tournaments on their campuses.

Included under disbursements are budgeted costs incurred by host institutions, the costs of transportation and *per diem* allowances paid to teams; payments to host institutions and sponsoring agencies; expenses incurred by the N.C.A.A. national office; and the costs of promotion, equipment, personnel, officials, entertainment, and awards.

The N.C.A.A. distributes half of any surpluses from a tournament—60 per cent in the case of basketball—to the institutions whose teams participated in it. The rest goes into the association's general operating fund.

	Receipts	Disbursements	Deficit or surplus
Division I			
Baseball	$ 957,719	$ 801,152	$ +156,568
Basketball (men's)	21,756,286	2,287,107	+19,469,179
Basketball (women's)	417,362	524,857	−107,495
Cross country (men's)	5,413	79,388	−73,976
Cross country (women's)	5,413	68,277	−62,864
Fencing (men's)	93	48,146	−48,053
Fencing (women's)	1,048	29,721	−28,673
Field hockey	21,880	60,174	−38,294
Football (Division I-AA)	1,647,823	592,782	+1,055,042
Golf (men's)	21,754	102,722	−80,968
Golf (women's)	5,845	57,057	−51,212
Gymnastics (men's)	137,069	117,182	+19,887
Gymnastics (women's)	190,365	137,105	+53,260
Ice hockey	603,940	288,384	+315,557
Lacrosse (men's)	191,453	124,770	+66,683
Lacrosse (women's)	10,301	47,969	−37,668
Rifle (men's & women's)	0	21,780	−21,780
Skiing (men's & women's)	500	114,996	−114,496
Soccer (men's)	133,982	195,714	−61,732
Soccer (women's)	7,615	76,315	−68,700
Softball (women's)	57,124	174,311	−117,187
Swimming & diving (men's)	114,836	206,212	−91,376
Swimming & diving (women's)	70,678	213,398	−142,721
Tennis (men's)	84,612	110,641	−26,030
Tennis (women's)	22,705	75,948	−53,243
Track & field, indoor (men's)	89,485	181,463	−91,979
Track & field, indoor (women's)	64,799	129,159	−64,360
Track & field, outdoor (men's)	125,655	301,509	−175,854
Track & field, outdoor (women's)	65,196	194,702	−129,507
Volleyball (men's)	87,898	42,423	+45,475
Volleyball (women's)	88,447	236,114	−147,667
Water polo	8,112	40,792	−32,680
Wrestling	591,784	401,905	+189,879
Division II			
Baseball	$ 17,118	$ 175,936	$ −158,818
Basketball (men's)	365,980	308,993	+56,987
Basketball (women's)	28,085	109,711	−81,626
Cross country (men's)	643	50,597	−49,953
Cross country (women's)	643	43,265	−42,621
Field hockey	2,121	16,520	−14,400
Football	786,003	392,841	+393,162
Golf (men's)	425	42,198	−41,773
Gymnastics (men's)	13,486	44,904	−31,417
Gymnastics (women's)	17,595	60,080	−42,485
Ice hockey	42,892	71,147	−28,255
Soccer (men's)	13,286	87,604	−74,318
Softball (women's)	5,649	83,341	−77,692
Swimming & diving (men's)	14,413	98,157	−83,745
Swimming & diving (women's)	16,619	141,127	−124,508
Tennis (men's)	4,406	45,754	−41,349
Tennis (women's)	664	39,031	−38,367
Track & field, outdoor (men's)	11,546	160,161	−148,615
Track & field, outdoor (women's)	11,485	135,764	−124,279
Volleyball (women's)	9,671	75,069	−65,398
Wrestling	29,694	89,450	−59,756
Division III			
Baseball	$ 26,599	$ 128,387	$ −101,788
Basketball (men's)	162,320	222,977	−60,657
Basketball (women's)	31,252	122,805	−91,553
Cross country (men's)	270	53,022	−52,752
Cross country (women's)	270	46,223	−45,953
Field hockey	2,019	34,481	−32,462
Football	278,856	260,563	+18,293
Golf (men's)	86	37,498	−37,412
Lacrosse (men's)	19,888	57,686	−37,798
Soccer (men's)	18,480	81,246	−62,766
Softball (women's)	5,204	72,938	−67,734
Swimming & diving (men's)	7,223	95,364	−88,141
Swimming & diving (women's)	3,529	110,036	−106,507
Tennis (men's)	917	42,306	−41,388
Tennis (women's)	0	47,372	−47,372
Track & field, outdoor (men's)	3,225	115,924	−112,699
Track & field, outdoor (women's)	2,436	95,054	−92,618
Volleyball (women's)	11,429	110,614	−99,186
Wrestling	10,432	83,955	−73,523

NOTE: Figures are rounded to nearest dollar.

SOURCE: NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

Basketball TV Ratings Drop

Continued from Page 25

lar-season games does not appear to be a problem with broadcasts of games in the National Collegiate Athletic Association championship tournament. CBS broadcast the N.C.A.A. tournament and expected to earn high ratings.

Those who say that there are too many games on TV are often quick to blame cable television for the problem.

ESPN, for instance, showed 127 games during the regular season, in addition to 40 post-season conference and national championship contests, and most of the games were shown at least twice.

"We're concerned with the glut of games on television, but we're not overly alarmed," said Mike Soltys, an ESPN spokesman. The average rating for games shown on ESPN dropped from 1.65 last season to 1.3 this season.

A program's rating is equal to the percentage of the country's TV sets tuned to that show. A rating of 2.0 is considered good for cable offerings, he said, while over-the-air networks expect considerably higher numbers.

Mr. Soltys said that the glut was unfortunate, but that the four-year-old network had had little choice but to contribute to it.

When ESPN was started, he said, it was desperate for programs, and the athletic conferences used that fact in their negotiations with the network.

"We were in a weak bargaining position then," he said. "The conferences were able to say, 'Look, you take 30 or 40 of our games, or you'll have none of them.' But when those contracts come up for renewal we'll be in a stronger position and will look to cut back."

Most of the contracts expire after next season.

NBC-TV and CBS-TV are the two major networks broadcasting college basketball, and at NBC, the news for the colleges is not good.

"We have contracts with many conferences that specify the number of appearances," said Richard Hussey, an NBC spokesman. If those agreements aren't revised, he said, "one of our 'outs' would be to pay for an appearance and not air it. We're just in the process of reviewing everything we do in college basketball." He added that the option to pay for the games but not show them was only a "worst-case scenario."

NBC, which televised college basketball 27 times this past season, suffered a drop in its average rating to 4.2 from the previous year's 5.5. The network showed a total of 41 games in the 27 time slots, with different games shown in different regions.

CBS's ratings were up slightly this year, from 5.2 to 5.3. That has officials of the network pleased, if not relieved. "In this situation, staying about even puts you way ahead of the game," said Len DeLuca, a CBS spokesman. The network showed 31 games during 23 time slots.

'It's Reached a Peak'

Along with CBS, at least two syndicators, Raycom and Metrosports, plan little or no streamlining of their college-basketball schedules next season.

Metrosports, which syndicates three major conferences and several powerful independent teams not aligned with conferences, did relatively well this past season, according to Marcia Cherner, the company's vice-president.

"We do feel it's reached a peak," she said of the number of games telecast, "and it's because people started getting into the business of syndicating because they thought it would be an easy road. They will be dropping by the wayside soon, and that will lower the number of games somewhat."

'Reaching for Straws'

Rick Ray, president of Raycom, thinks there has been too much of an emphasis on the "glut" theory. Raycom syndicates Atlantic Coast Conference games.

"Some syndicators simply paid too much for the rights to broadcast games," he said, "and they are blaming their lack of success on oversaturation. That's really reaching for straws.

"The advertising community is very supportive of college athletics, but it will not be taken advantage of," he said. One syndicator, he added, had charged $64,000 for a set of four 30-second commercials two seasons ago but last season tried to raise the price to $1.2-million. "We still laugh about that one," he said.

Fred Jacoby, commissioner of the Southwest Conference, agreed that factors other than a glut have contributed to the drop in ratings. Ratings for broadcasts of all sports events have dropped, Mr. Jacoby pointed out. Ratings for professional football and basketball games have declined in recent years, as have ratings for regular-season college-football broadcasts.

Many corporations, he added, spent large amounts of money for commercial time during the Winter Olympics, or plan to buy time during telecasts of Summer Olympic events, which might have cut the amount they were willing to spend on commercials during college basketball games.

In addition, he said, the United States Football League, now starting its second season, is taking a share of the advertising dollar.

Mr. Jacoby said that TVS, the Southwest Conference's syndicator, has said it will not ask to renegotiate its three-year contract, even though the company may not be able to pay the agreed-upon $2.7-million for showing this year's contests. "They feel an obligation to follow through," Mr. Jacoby said.

The contract calls for TVS to pay $2.9-million for rights to next season's conference games, and $3.15-million for rights to games during the 1986 season.

"I've heard several in the industry say that the ratings may bounce back," Mr. Jacoby said.

Former College Player Acquitted on Basketball Gambling Charge

BROOKLYN, N.Y.

A federal district-court jury here has acquitted Ernie Cobb, a former Boston College basketball player, of charges that he participated in a gambling scheme in 1979.

Mr. Cobb had been accused of "point shaving," or purposefully affecting the margin of victory in a game to aid bettors.

Another player on the team, Rick Kuhn, and four other persons were convicted in 1981 in connection with the scheme and are serving sentences of from 4 to 10 years. Some of them testified against Mr. Cobb at his trial.

Mr. Cobb admitted accepting $1,000 in 1979 from one of the men already convicted.

He claimed, however, that the money was not a payment for fixing games, but only for providing the man with advice as to which teams Boston College was most likely to beat.

Witnesses for the prosecution claimed that Mr. Cobb had in fact accepted $2,000 to shave points in two games and to cause the team to lose another.

Mr. Cobb, who is 27, was attempting to begin a professional basketball career when the charges were first made, and now hopes to try again.

People in Sports

Marvin Adams, men's basketball coach at Arkansas State U., has been dismissed.

Bill Bars, football coach at Mount Carmel High School (Chicago), to football coach at Illinois Benedictine College.

Gary Bays, athletic director at Warner Pacific College, has announced his resignation, effective in June.

Dick Beede, girls' basketball coach at Santa Monica (Cal.) High School, to women's basketball coach at Loyola Marymount U.

Don Birmingham, football coach at U. of Dubuque, to football coach at Mac Murray College.

Willie Booker, men's basketball coach at Mercer County Community College, to men's basketball coach at Florida A&M U.

Ron Cardo, assistant football coach at U. of Wisconsin at River Falls, to football coach at U. of Wisconsin at Oshkosh.

Nelson Catalina, assistant men's basketball coach at Arkansas State U., to coach.

Kevin Colbert, baseball coach at Ohio Wesleyan U., has resigned.

Karen Collins, assistant field-hockey coach at U. of Michigan at Ann Arbor, to coach.

Fred Davis, wrestling coach at Brigham Young U., has resigned.

Mike De Anna, athletic recruiting coordinator at U. of Iowa, to wrestling coach at Edinboro U.

Joe De Luca, assistant football coach at St. Mary's College of California, to football coach.

Larry Farmer, men's basketball coach at U. of California at Los Angeles, has resigned.

Walt Hazzard, men's basketball coach at Chapman College, to men's basketball coach at U. of California at Los Angeles.

Doug Hill, assistant women's softball coach at Elmhurst College, to coach.

Doug Kacharvich, ice-hockey coach at State U. College of New York at Plattsburgh, has announced his resignation, effective June 30.

Tom Koeel, women's basketball coach at College of St. Thomas, has resigned.

Dick Mannini, assistant football coach at Stanford U, to football coach at St. Mary's College of California.

Bobby McKinley, men's tennis coach at Trinity U., has resigned.

Del Morley, assistant men's basketball coach at Drury College, to men's basketball coach at Benedictine College.

Ron Murphree, men's basketball coach and athletic director at Murray State College, to men's basketball coach and athletic director at Cowley County Community College.

Debra Novgrod, softball coach at Elmhurst College, to women's basketball coach.

Todd Ruedisili, assistant men's tennis coach at Luther College, to coach.

Ellen Sayers, women's basketball coach at West Chester U., has resigned.

Daniel P. Schwab, military-science instructor at U. of San Francisco, to men's cross-country coach.

Gene Templeton, athletic director at U. of Alaska at Anchorage, has announced his resignation, effective June 30.

Lindy Vivas, women's volleyball coach at Texas A&M U., to women's volleyball coach at U. of Washington.

Dick Wadewitz, men's basketball coach at U. of Wisconsin at Platteville, has resigned.

Bill Walton, women's basketball and volleyball coach at Elmhurst College, has resigned as women's basketball coach.

Beverly Webb, women's basketball coach at Arkansas State U., has resigned.

Mickey Wells, women's basketball coach and director of intramural athletics at Morehead State U., has resigned as women's basketball coach.

Chuck Willenbrink, assistant men's cross-country coach at Bellarmine College, to women's cross-country coach.

Jon Winegardner, assistant men's and women's tennis coach at U. of Colorado, to coach.

Bob Wolfe, assistant football coach at Allegheny College, to football coach.

Thom Yunenan, former assistant women's tennis coach at John Jay College, to coach.

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News Summary

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How scholars use and abuse language in conducting and communicating their research was the topic of a recent conference at the University of Iowa. Story on Page 7.

A controversial history of the middle class in the nineteenth century attacks the traditional view that the Victorians were sexually repressed. Story on Page 7.

Apple Computer plans to offer more colleges discounts on the Macintosh personal computer. Story on Page 14.

Georgia's state colleges failed to meet required desegregation goals, the Office for Civil Rights said last week. Story on Page 23.

Faced with a pay freeze, faculty members at the University of Wisconsin are taking their case to the public. Story on Page 29.

Junior-college athletes will have to take more courses and maintain higher grades under new standards adopted by the N.J.C.A.A. Story on Page 33.

College trustees need to start fighting abuses in intercollegiate athletics, according to speakers at the meeting of the Association of Governing Boards. Story on Page 33.

Polish universities have been warned to avoid conflict with the government if they wish to remain autonomous. Story on Page 37.

Mexican officials have urged that the country's medical schools be shut down temporarily to help ease unemployment among physicians. Story on Page 37.

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'SQUEEZING OUT THE POOR'

2-Year Colleges Told They're Becoming Institutions for Middle-Class Students

By BEVERLY T. WATKINS

WASHINGTON

The community college, which has traditionally offered higher education to disadvantaged students from low-income families, is becoming a "middle-class college," an administrator told a meeting of the American Association of Community and Junior Colleges here last week.

"As the cost of higher education continues to increase, the community colleges are getting students from middle-class families who have traditionally gone to four-year colleges and universities," said Robert G. Templin, Jr., dean of instruction at Piedmont Virginia Community College.

The larger number of middle-class students, he said, is "squeezing out the poor, disadvantaged, and minority-group students who once called the community colleges theirs."

"The flagship public universities are also raising their admissions standards. The social climate is calling for it," said Mr. Templin. "This will push more middle-class students who would have considered four-year institutions into the community colleges."

To support his view, Mr. Templin pointed to the recent influx of "reverse-transfer" students, those who graduated from a four-year institution and came to a community college after they had failed to find employment. Those students usually enroll in occupational programs, such as

Continued on Page 22, Column 1

Giving by Wealthiest Down 30 Pct.; Drop in Tax Break Cited

By JACK MAGARRELL

WASHINGTON

The super-rich, as predicted, have cut back on the size of their gifts to educational and charitable institutions following a reduction in the tax advantages of giving, preliminary figures from the Internal Revenue Service indicate.

People with yearly incomes of $500,000 or more gave about 30 per cent less in the year following the change in tax law than they did in the year before, according to I.R.S. data obtained by Independent Sector, a coalition of foundations, business

Continued on Page 22, Column 1

Feud Between Public and Private Colleges Said to Be Deepening

BY KAREN J. WINKLER

SAN FRANCISCO

Long-standing tensions between public and private institutions of higher education are turning into open warfare, speakers at the annual meeting of the Association of Governing Boards of Universities and Colleges warned here last week.

"The argument between the public and private sectors has become so intense it is threatening to split higher education's united front," said James L. Fisher, president of the Council for Advancement and Support of Education. "There is an increasing

Continued on Page 17, Column 1

Agency to Press for Stricter Rules on Lab Animals

Standards would apply to Health Service grants

By KIM McDONALD

WASHINGTON

The Public Health Service is about to propose more stringent standards for the humane care of laboratory animals by researchers to whom it makes grants.

The proposed rules, which will be released here this week, are being sent to 22,000 research institutions and scientists in a special edition of the *Guide* for grants and contracts, a publication of the National Institutes of Health, whose officials are responsible for administering the Public Health Service's animal-care policy.

The new rules will apply to all research institutions receiving grants or contracts from the Public Health Service, of which the N.I.H. is a part.

N.I.H. officials said they might revise the proposals after they review comments from the public at three hearings they plan to hold around the country. Dates and locations of the hearings have not been announced.

Institutions Must Comply

The proposals would make it mandatory for institutions receiving support from the Public Health Service to state that they had complied with the policy governing the humane care of laboratory animals. The rules would also require institutions not accredited by the American Association for Accreditation of Laboratory Animal Care to submit annual reports on their ani-

Continued on Page 27, Column 1

Texas Universities Scramble to Sign Up Merit Scholars

By LAWRENCE BIEMILLER

SAN ANTONIO

People used to think of Trinity University—if they thought of it at all—as a tennis powerhouse with respectable but lackluster academic programs. Among students, even its own, it had a reputation as a "party school" for the sons and daughters of elite Texas families. Its strongest claim to educational distinction, according to one campus joke, was that it had "the best gardener-to-student ratio in the nation."

But now Trinity, which enrolls 2,500 undergraduates and 600 graduate students, is a university on the make. In the five years since Ronald K. Calgaard became its president and decided to use its $140-million endowment to make Trinity's undergraduate liberal-arts program the best in the Southwest, it has added some 40 new faculty positions, raised its admissions standards sharply, and increased its library-acquisitions budget from $250,000 to $900,000 a year.

Its efforts might have gone unnoticed, however, had Trinity not decided to enter the heated, expensive, and very public competition among Texas universities—especially Baylor, Rice, Texas A&M, and the University of Texas—for National Merit Scholars, whose skills match Trinity's ambitions and whose standardized-test scores rank them in the top one-half of one per cent of the nation's high-school students.

130 Scholars in Class of 575

In 1978, 13 National Merit Scholars enrolled in Trinity's freshman class. Last fall, 54 signed on. Next September, the admissions office is expecting at least 130—and possibly as many as 150—in a freshman class of about 575.

Even by Texas standards—the University of Texas attracted 223 National

Continued on Page 19, Column 1

TRINITY TIGERS

PHOTOGRAPH FOR THE CHRONICLE BY MICHAEL JAY SMITH

Trinity U. offers National Merit Scholars at least $5,000 a year. Above, Merit Scholar Rita Schmidt.

Merit-Scholar Scramble

Continued from Page 1

Merit Scholars to its freshman class last fall, and Texas A&M enrolled 172—Trinity's success has been remarkable. But it has not been cheap. Trinity has been luring National Merit Scholars to San Antonio by promising them scholarships of at least $5,000 a year for all four years, provided that they maintain grade-point averages of at least 3.25, or B+.

For comparison's sake: The university's tuition next year will be $5,400, up from $4,600 this year; room and board fees will add $3,000. A $5,000 scholarship would cover 59.5 per cent of the $8,400 total.

And a few simple calculations: If 130 National Merit Scholars enroll in the fall, Trinity will spend $650,000 on their first-year scholarships alone; if 150 enroll, the cost will be $750,000. If 130 enroll and 100 of them stay at the university for all four years and keep their grades up, they'll eventually cost the university at least $2.15-million—for the star members of just one class.

■

The rivalry among Texas universities seeking to attract National Merit Scholars is one consequence of what many admissions officials see as an increasing level of competition among college and university admissions offices nationwide. This competition, prompted by projected declines in the number of college-aged students in some regions of the country, has raised eyebrows on many campuses in recent months.

In particular, some admissions and financial-aid administrators have expressed concern about substantial increases in the amounts of money being offered by institutions hoping to enroll academically proficient students, many of whom come from well-off families that have been able to provide a variety of sound educational opportunities. Such students, admissions directors say, enhance an institution's reputation and thereby help attract other top-quality students to it.

PHOTOGRAPH FOR THE CHRONICLE BY MICHAEL JAY SMITH

National Merit Scholars "know they're hot items," says Alberta Meyer, Trinity University's director of admissions.

Coming after a long period during which financial assistance was usually offered—at least by the more prestigious institutions—only to students whose families couldn't afford the full cost of tuition, the proliferation of "merit-based" scholarship programs has offended the sensibilities of many admissions and financial-aid directors, who see them as undisguised attempts to buy talented students away from other colleges and who worry that the money to pay for them will come out of the aid budgets on which needier students depend.

At Trinity, which offers President's Scholarships worth between $1,000 and $3,000 to other first-rate students in addition to those it offers National Merit Scholars, the situation is viewed somewhat differently.

"We are ready now, with our endowment, to make our move, to make our statement in this part of the country," says Alberta Meyer, the university's director of admissions, who says that Trinity's name was not widely recognized before the campaign to attract National Merit Scholars began three years ago.

"If you want to make an impact in short order, you identify a group of students and attack them," she says. "The National Merit Scholars were a real hit list—we knew they could raise our profile."

Adds James S. Vinson, Trinity's vice-president for academic affairs: "The National Merit Scholarship program is a conscious attempt to quickly improve the academic level of our students in order to enhance the general academic excellence of the institution, to place Trinity among the ranks of the very best liberal-arts institutions in the country.

"Ordinarily, something like this would take many, many years to do—it takes good students and a good faculty. You can recruit the best faculty members very quickly, but students are more difficult, especially with the demographic trends the way they are.

"But we knew what we were doing, and it's working," Mr. Vinson says. "We have the basic quality. And students need the financial support—that's attractive to them."

Trinity's administrators have not been deaf to complaints by other admissions directors who regard Trinity's scholarship programs with suspicion or even outright hostility. "The fear everyone has in admissions is that with a limited number of students available, it's going to get bloody," says Ms. Meyer. "There's a great concern that it's a game—that it's ante-up and that the richest can stay in the game the longest."

But at Trinity, she and others explain, scholarships are regarded as a marketing tool that the university can use to good advantage in its effort to get ahead, much as other institutions might trade on favorable locations or attractive landscaping.

"In the Northeast, they have that common aid agreement," notes Robert Stepsis, Trinity's associate vice-president for academic affairs, referring to a pact under which a group of New England colleges cooperate in designing aid packages for needier students who apply to more than one of them; the packages level the tuition differences among the institutions, so that students feel no pressure to choose the least expensive.

"But if you're in the second tier, and Harvard's offering the same student the same amount of money, the kid's always going to go to Harvard," says Mr. Stepsis. "You have no chance to break out."

Mr. Stepsis says that Trinity, because of its substantial endowment, has "been able to meet all the demonstrated need that's out there. The scholarship program has not eroded our ability to offer need-based aid.

"My feeling," he adds, "is that an institution shouldn't get into this sort of thing otherwise."

As for complaints from other campuses, Mr. Stepsis sums up the opinion of many at Trinity neatly: "Anybody that has an athletic-scholarship program has no right to carp about what we're doing."

■

In any case, first-rate academic performers are certainly easier for universities to find than are star athletes. There's no need to drive to Waco on Saturday morning for the academic equivalent of timing a running back's 40-yard dash or scrutinizing a 7-foot center's slam-dunks. Instead, the National Merit Scholarship Corporation—a not-for-profit corporation founded in 1955 and headquartered in Evanston, Ill.—does all the searching by standardized test.

The search begins each October, when more than a million students, most of them in their junior year of high school, take the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test. The following September, the National Merit Scholarship Corporation names about 15,000 semifinalists on a state-by-state basis; according to the corporation, the semifinalists' scores rank them in the top one-half of one per cent of the high-school students in their states.

It is at this time that many colleges—Trinity among them—purchase lists of names and addresses of potential National Merit Scholars and begin writing to them. Meanwhile, the corporation is seeking information about the semifinalists—regular S.A.T. scores, high-school transcripts, and recommendations from principals. About 90 per cent of the semifinalists, the corporation says, eventually become finalists and receive "Certificates of Merit."

Three types of scholarships are available to the approximately 13,500 finalists:

▶ About 1,500 "corporate-sponsored four-year scholarships" are awarded first, each on the basis of specific criteria established by the company that foots the bill for it. Some companies, for instance, offer scholarships only to finalists who are relatives of employees or who live near one of the company's outposts. Others offer them only to students planning to study certain disciplines in which the company has an interest. The awards are worth between $250 and $2,000 a year.

▶ About 1,500 "National Merit $1,000 Scholarships" are then awarded to finalists chosen on a state-by-state basis by a National Merit Scholarship Corporation selection committee whose members are high-school guidance counselors and college admissions officials. These awards, which are not renewable, are paid for by the N.M.S.C. itself and by some of the 400 companies that sponsor corporate scholarships.

▶ About 2,000 "college-sponsored four-year scholarships" are awarded last to finalists selected by the 200 colleges and universities participating in the program, each of which must be willing to sponsor at least three scholarships a year. Each college chooses those to whom the scholarships will be awarded from a list of finalists who named that institution as their "first choice" among the colleges to which they applied.

A college-sponsored scholarship, good only at the sponsoring institution, is supposed to be worth between $250 and $2,000 a year, but nothing prevents a college from doing what Trinity does—tacking on extra money. The N.M.S.C. does issue strict rules designed to protect National Merit Scholars who also qualify for need-based aid programs from being in any way shortchanged.

■

Technically—that is, according to the usage dictates of the National Merit Scholarship Corporation—only students receiving the second type of award can be called "National Merit Scholars." Students whose scholarships are sponsored by corporations or colleges, the N.M.S.C. says, are simply "Merit Scholars." The N.M.S.C. cautions, incidentally, that "the name *Merit Scholarship* is a federally registered service mark" to which it has an "exclusive right."

In the war of claims, counterclaims, and press releases that is waged in fierce annual skirmishes across the length and breadth of Texas, however, such fine distinctions are widely disregarded on the grounds that few newspaper editors—and even fewer readers—would understand them. As far as most Texas universities are concerned, any student who gets a scholarship through the National Merit Scholarship Corporation is—for public-relations purposes—a National Merit Scholar.

Indeed, it has within the past five years become difficult for any but the most seasoned observer here to see the competition for National Merit Scholars clearly through the dust it raises. In February, the Dallas *Times Herald* ran a page-one story that began:

"The University of Texas announced last month it had enrolled more freshman merit scholars than any other college in Texas—and was second in the nation only to Harvard University.

"Not to be outdone, Texas A&M University responded one day later that its campus has more merit scholars than any other Texas school—including U.T.

"Meanwhile, the self-assured scholars at Rice University calmly pointed out that their student body has a higher percentage of merit scholars than any other school in Texas—or, for that matter, in the United States."

"We don't know where this academic chest-beating will end," said an editorial in the rival Dallas *Morning News* a few days later. "But it certainly is a healthy sign."

What no one explained to the *Times Herald*'s reporter and the *Morning News*'s editorial writer, apparently, is that the University of

Continued on Following Page

The 40 Institutions with the Most Merit Scholars in 1983

	Number of scholars	Number sponsored by institution
1. Harvard and Radcliffe Colleges	297	—
2. University of Texas at Austin	223	179
3. Princeton University	197	—
4. Texas A&M University	172	119
5. Yale University	156	—
6. Rice University	155	92
7. Stanford University	139	—
8. Northwestern University	126	70
9. Washington University	122	76
10. Michigan State University	118	82
11. Massachusetts Institute of Technology	117	—
12. University of Chicago	105	75
13. University of Florida	102	91
14. Georgia Institute of Technology	94	73
15. Carleton College	85	70
16. Ohio State University (Columbus)	78	59
17. University of Michigan at Ann Arbor	64	—
18. Case Western Reserve University	62	39
19. Brown University	61	—
20. University of Minnesota at Minneapolis–St. Paul	59	37
21. Cornell University	58	—
22. University of California at Berkeley	57	6
23. Iowa State University	55	41
24. Trinity University (Texas)	54	45
25. Baylor University	50	43
26. Duke University	47	9
26. University of Nebraska	47	42
28. University of Virginia	46	—
29. University of Kansas	44	33
30. Dartmouth College	43	—
30. Rensselaer Polytechnic Institute	43	10
32. University of Missouri at Columbia	42	34
33. Rose-Hulman Institute of Technology	41	32
33. University of Illinois at Urbana-Champaign	41	—
35. University of Notre Dame	38	—
36. University of Georgia	37	32
37. California Institute of Technology	35	—
37. University of Southern California	35	28
39. University of Iowa	34	25
40. Brigham Young University	33	25

SOURCE: NATIONAL MERIT SCHOLARSHIP CORPORATION

Merit-Scholar Scramble

Continued from Preceding Page

Texas sponsored 179 of its 223 freshman National Merit Scholars, Texas A&M sponsored 119 of its 172, and Rice sponsored 92 of its 155. Trinity sponsored 45 of its 54.

There's nothing wrong with an institution's sponsoring National Merit Scholars, of course. But, to put matters in perspective, someone might have told the *Times Herald* that Harvard University enrolled 297 National Merit Scholars in its freshman class last year without sponsoring even one—and that among other universities that don't sponsor National Merit Scholars were Princeton, with 197; Yale, with 156; Stanford, with 139; and the Massachusetts Institute of Technology, with 117.

That National Merit Scholars are all but being fought over in Texas doesn't seem to bother the National Merit Scholarship Corporation. Glenn A. Tappan, its vice-president fon merit programs, says that colleges "have been very cooperative and have tried to follow our rules to the T. As long as schools aren't making false claims, and as long as we don't start getting complaints from students or parents or high schools, it isn't a problem for us."

That doesn't surprise people here. Asks one Texas admissions official: "Can you imagine what all this publicity has done for the corporation's reputation?"

▪

"It's sort of a Texas tendency to talk about having the most of this or that. We've had a running gun battle with U.T. for a number of years," says Gordon P. Eaton, who is provost and vice-president for academic affairs at Texas A&M. "If you've got to compete in something, this makes a lot of sense," he adds.

Texas A&M, Mr. Eaton says, is "in the process of upgrading the quality of the university. The way you do that is to upgrade the quality of the student body, which will in turn attract good faculty members."

Toward that end, the university several years ago organized a series of merit-based scholarship programs that award four-year stipends to about 250 freshmen each year, some of whom also win National Merit Scholarships sponsored by the university. The most generous of the merit-based awards, the President's Endowed Scholarships, provide a student $2,500 a year—at a university where tuition, room, board, and personal expenses next year are expected to average $5,340—and also guarantee him a dormitory room on a campus where housing is scarce.

"We encourage you to nominate your best students," the university tells high schools in a flier describing the scholarships, "whether or not they have expressed an interest in attending Texas A&M. We would like to tell them about the educational opportunities we have to offer."

On a more controversial note, the flier suggests that the nominations be made "at the end of the students' junior year or as early in the senior year as possible. . . . It is to the students' advantage to have their nominations submitted by December 1 so they can be considered for the first round of offers in December"—long before applications are due at most other institutions.

"We have been criticized for our timing," Mr. Eaton acknowledges.

"We buy a list of potential Merit Scholars," says Lawrence D. Cress, an associate professor of history who is director of Texas A&M's honors program, in which many National Merit Scholars participate. "Then we send them letters of congratulation and let them know about our scholarship programs. We encourage them to visit the campus. They have lunch with one of our scholarship students, and we set up appointments with faculty members and the dean of whatever college the student is interested in.

"The university more or less sells itself," Mr. Cress says.

This year, 545 National Merit Scholars are enrolled in all four classes at the university, Mr. Cress notes. Of those, 76 are from states other than Texas—and can take advantage of a Texas law that permits out-of-state students who win competitive scholarships worth more than $200 to pay the cheaper tuition rates set for state residents.

In Austin, the University of Texas sets out a different sort of bait for National Merit Scholars, who "excite both faculty members and other students," says Ronald M. Brown, U.T.'s vice-president for student affairs. "The university is committed to providing the best possible academic resources and to hiring the best faculty, but if it is to be a center of excellence in the Southwest, it must also have good students."

The university is "trying to steer clear of a bidding war," says Mr. Brown, "because that's going to be self-destructive." So instead of matching Texas A&M, scholarship dollar for scholarship dollar, it merely offers to give potential National Merit Scholars nonrenewable $1,000 "attention-getting scholarships" if they attend U.T., regardless of whether they are eventually selected for one or another of the awards provided through the National Merit Scholarship Corporation.

Once the university has attracted their attention—usually during their junior year of high school—it invites potential National Merit Scholars who live in Texas, of whom there are about 900 each year, to attend a three-day "Honors Colloquium" held on the campus in July. All of the students' expenses are paid by U.T., including the cost of traveling to Austin.

Not all 900 show up, of course, but a substantial number do, says June Burke, an assistant to Mr. Brown. The students live in the enormous Jester Center dormitories; eat in the Jester cafeteria; attend specially arranged classes, plays, and dances; talk to students and faculty members about potential majors; and tour the campus.

Ms. Burke says the colloquia, each of which costs the university about $150,000, have been quite successful: After the first one, held several years ago, U.T.'s enrollment of freshman National Merit Scholars rose from 130 to 223.

"The biggest concern of most prospective students, and of their parents, is size," says Mr. Brown, noting that the university has an undergraduate population of about 36,000. "In three days, they're able to realize that they can get around the place."

▪

The *Times Herald*'s article credits Texas A&M with "inadvertently" initiating the statewide competition for National Merit Scholars when it

UNTIL NOW, when you asked for a single solution to the information management needs of your institution, you could have been laughed off campus.
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created its merit-based scholarship program several years ago, but the first Texas institution to make a serious commitment to enrolling National Merit Scholars was Rice, a private university with 2,500 undergraduates and one of the largest endowments in the U.S.—almost $489-million.

Ten years ago, Rice was sponsoring up to 10 National Merit Scholars each year, says Richard N. Stabell, assistant to the president for admissions and records. Then that number jumped to 25, then to 50, and then to 100—at comparatively little cost to Rice, Mr. Stabell says, because many of the National Merit Scholars qualified for the university's need-based-aid program.

Such students would be getting money from Rice in any case; the only difference is that now some of it is labeled "National Merit Scholarship." National Merit Scholars who don't qualify for need-based aid, Mr. Stabell says, receive an annual stipend of $750.

For Rice, whose reputation is already secure, the National Merit Scholarship program "lets good students know we're interested in them," says Mr. Stabell. "It gives us a chance to look at them, and them a chance to look at us.

"We took the lead several years ago, but we're not aggressively trying to maintain it," Mr. Stabell says, adding that "U.T. and A&M are at each other's throats for in-state National Merits.

"We have felt the competition," he says, "but not as much as we've felt the impact of the big-money merit-based scholarship programs, and of acceptance dates that are so early a student doesn't even have a chance to look elsewhere.

"And we're not in the position, as some of these other schools are, of saying to every student in the State of Texas, 'If you're a National Merit Scholar, we'll admit you.' I would never want Rice to get into a position of making an admissions decision on the basis of a single test score."

Mr. Stabell notes that placing too much emphasis on National Merit Scholars can have unwelcome consequences for a university. "I'm sure there are many students who do not apply here because they feel they can't get in or that the work is too hard," he says, "and I worry that this is limiting the diversity of our student body. I spend a great deal of time looking for *interesting* people."

■

"If a student becomes a National Merit Scholar, he's got the credentials to come here," says Ms. Meyer, Trinity's admissions director, who has been at the center of the university's three-year drive to attract better-qualified students. "But one of my goals is to reject the student I call 'the pulsating brain' "—the 'A' student whose only interests are academic.

"This year, any National Merit Scholar would probably be accepted here," Ms. Meyer admits. But she says that she hopes that next year "a large enough applicant pool" will permit her to pick and choose among even potential National Merit Scholars, favoring those with musical talent, for example, or leadership skills.

She says, however, that she is always forthright in interviews, and tells students who clearly don't belong at Trinity—even National Merit finalists—to consider other colleges. But most National Merit Scholars, she says, "are market-wise" and have carefully considered what they want in a college. And, she says, "They know they're hot items."

Indeed, they are hot enough that Trinity has set up an interdisciplinary honors program to accommodate the influx of what a university brochure calls "superior students." This has caused some unhappiness among faculty members who see the program as an elitist violation of an egalitarian liberal-arts tradition.

"The program is very controversial," says Gary Kates, an assistant professor of history. "But I think it should be looked at as a kind of interim program while Trinity becomes a first-rate university. We'll reach the point soon where all of our students are honors students."

Ms. Meyer makes a similar observation about Trinity's costly bid for National Merit Scholars: "Your goal in starting a program like this is always to be able to stop offering it."

The expectation is that once the university has gained the reputation that Ms. Meyer and others here believe it deserves, high-calibre students will apply even if they are not so assiduously courted. Already, says Ms. Meyer, Trinity "is picking up National Merit students from places that aren't in our traditional pool—places like Iowa, Hawaii. The National Merit program is a good hook to get people to look at us. If I can get that bright student from South Dakota to investigate the university, that's what interests me."

Officials at Trinity and other Texas universities note that soliciting money to pay for National Merit Scholarships is comparatively easy—far easier, for instance, than raising money for building-maintenance endowments. "It's an area of fundraising donors respond to," one Trinity development official says, "because you're helping real people."

Just now, however, Trinity is not helping as many black and Hispanic students as it has in the past. When admissions standards here were raised—Trinity's trustees were even willing "to take a hit on enrollments" for several years so that it wasn't necessary to admit underqualified students to fill out freshman classes—the university also lost the system of informal "special preferences" under which some minority-group students had been accepted.

"As Trinity improves," Ms. Meyer says, "I think we'll see stronger minority candidates applying, and I think also that we'll be able to make more exceptions. Morally and educationally, we need a racially and economically diverse student body."

But, she adds, the competition for minority-group students—especially well-educated Texas Hispanics, who are ardently pursued by Northeastern institutions—is "unbelievable."

The National Merit Scholars themselves—and other bright students who have enrolled alongside them—have been well received in Trinity's classrooms. "There's a sense of intellectual fervor and excitement on campus now," says Coleen Grissom, a professor of English who is also dean of students here. "After my first day of one class last spring, I came back to the office and said to my secretary, 'Don't you ever let me go to *that* class unprepared.' It's the kind of thing any teacher would dream of.

"It's difficult for the upperclassmen, of course," Ms. Grissom says. "Every fall they hear someone telling the freshmen, 'You are the brightest class we've ever had.' The upperclassmen find out, though, that even if have they don't have such great scores, at least *they* know how to dial '9' to get an outside line."

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Continued from Page 1

corporations, and voluntary organizations.

Fortunately for colleges and universities and other institutions that depend upon gifts for an important part of their support, middle-income people have increased the size of their gifts.

Independent Sector reported the following changes in the average size of gifts shown as itemized deductions on federal income-tax returns for 1982, compared with 1981, by income level:

Under $10,000	– 2.9%
$10,000 to $15,000	+ 1.1%
$15,000 to $30,000	+ 6.8%
$30,000 to $50,000	+ 3.2%
$50,000 to $100,000	– 0.2%
$100,000 to $200,000	– 5.6%
$200,000 to $500,000	–18.1%
$500,000 to $1,000,000	–30.0%
Over $1,000,000	–29.2%

The decline in the size of gifts from taxpayers in the top income brackets has been attributed to the Reagan Administration's tax program, which lowered the maximum tax rate on personal income to 50 per cent from the previous top rate of 70 per cent, beginning with the 1982 tax year.

At the 70-per-cent rate, a gift of $100,000 would cost a taxpayer only $30,000, since $70,000 would otherwise have been paid in taxes. The lowering of the tax rate to 50 per cent thus raised the cost of the $100,000 gift to $50,000.

Nontax Reasons to Give

When the tax bill was passed, some fund-raisers argued that the reduced incentive for giving would have little effect because the tax cuts would give people more after-tax income to spend and because they make charitable gifts for reasons that go beyond tax advantages.

The preliminary figures reported by Independent Sector seem to support the more pessimistic projections that smaller tax advantages would mean smaller gifts.

Although the average gift reported on 1982 tax returns was smaller than the 1981 average, the number of contributions appears not to have changed significantly, Independent Sector said.

Higher education has been considered particularly vulnerable to reduced tax incentives for giving, because a large share of the individuals who contribute to colleges and universities are in higher tax brackets than those who contribute to religious organizations.

A study conducted by the Urban Institute of Washington for Independent Sector in 1981, when the new tax law was passed, estimated that gifts by individuals to educational institutions and hospitals would decline by more than 3 per cent in the years 1981 through 1984, while gifts to religious organizations would increase by more than 17 per cent.

Colleges Report Increase

Giving by individuals accounts for about half of the voluntary support received by colleges and universities, with most of the other half coming from foundations and business corporations.

The latest national survey of giving to colleges and universities, by the Council for Financial Aid to Education, New York, showed that in 1981-82 alumni had increased their gifts by 18 per cent, to an estimated $1.2-billion, while nonalumni individuals had increased their giving by 9 per cent, to slightly more than $1-billion.

2-Year Colleges

Continued from Page 1

high-technology, computer, and allied-health fields, which lead to a two-year degree or a certificate.

Between 1971 and 1978, Mr. Templin noted, the number of associate degrees awarded in science and engineering fields increased about 115 per cent. Those in allied health increased 190 per cent.

"It is safe to assume that most of these students are from middle-class backgrounds," Mr. Templin said.

Because enrollment in such high-demand programs is limited, Mr. Templin speculated that "many poor, disadvantaged, and minority-group students will be displaced" by middle-class, reverse-transfer students.

"Consider nursing," he said. "You have one spot and two applicants. One has a baccalaureate, a flawless application form, and a flawless interview. The other is an 18-year-old who is a high-school graduate, has mistakes on the application form, and doesn't have such a good interview and maybe isn't dressed as well.

"Who will be admitted to the nursing program?" he asked.

Enrollment in continuing-education programs, typically the province of "middle-class learners," has increased dramatically in the community colleges, Mr. Templin noted.

Between 1974 and 1982, the number of students enrolled part-time in credit programs increased 150 per cent, while the number of students taking noncredit courses increased 200 per cent.

Mr. Templin suggested that "the majority of these people are middle-aged, middle-class, white students" seeking a job-related skill, personal satisfaction, or solutions to life problems.

Mr. Templin predicted that the increasing cost of higher education would lead to larger enrollments of middle-class, traditional college-age students in two-year-college transfer programs. That in turn could squeeze out more disadvantaged and minority-group students, who might be less well prepared academically.

"The community colleges are regarded as acceptable by the middle class now. The colleges are overcoming their second-class image," Mr. Templin said. As parents become more familiar with two-year institutions—some by taking courses there themselves—they see them as an acceptable alternative to the four-year institution for their children who are starting to work on an undergraduate degree.

Mr. Templin based his remarks at the meeting on a chapter he contributed to *Issues for Community College Leaders in a New Era*, a collection of essays edited by George B. Vaughan, president of Piedmont Virginia Community College, and published by Jossey-Bass Publishers.

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News Summary

Articles on inside pages

Following his defeat in the Pennsylvania primary last week, Sen. Gary Hart may have to depend on student campaign workers more than ever. Story on Page 16.

Souvenirs, cigarette packs, and fast foods are scrutinized by scholars in the Popular Culture Association. Story on Page 11.

BETTMANN ARCHIVE

Eleanor Roosevelt, whom scholars have neglected for years, is the subject of a new wave of interest that historians say might lead to major revisions in people's views of the former First Lady and her times. Story on Page 7.

The chancellor of Georgia's university system has offered to work with federal officials to resolve problems over a test given to college students that the Education Department says is biased. Story on Page 19.

Sweeping changes in tenure policies, proposed to enhance the quality of Vanderbilt University, have provoked sharp faculty criticism. Story on Page 23.

African athletes sometimes find the transition to U.S. colleges difficult, but their American experience serves them well when they return home. Story on Page 27.

The British government has announced that it will reconsider its membership in the United Nations Educational, Scientific, and Cultural Organization. Story on Page 31.

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2-Year Colleges Step Up Pursuit of Private Funds

They're used for activities that taxes don't pay for

By BEVERLY T. WATKINS

Many public community colleges are establishing nonprofit foundations to raise money from private sources for activities that are not adequately supported by government funds.

Other two-year colleges are reactivating foundations that have been dormant for years so they can accept gifts and turn them into scholarships for students, professional-development opportunities for faculty members, supplementary materials for academic programs, or library books.

With such moves, the community colleges hope to gain a much-needed share of the resources of a segment of society long tapped by both public and private four-year institutions.

Support Declined in the 70's

"During the 1960's and early 1970's, funding mechanisms dumped money into the community colleges as America's outstanding egalitarian organization," says George Rodda, Jr., chairman of the board of trustees for the Coast Community College District in California. During the late 1970's, however, funds from the traditional state and local sources began to decline.

"Today," says Mr. Rodda, "if you don't have a foundation, you will not have enough money to fulfill the role of the community college, whatever it is."

"Tax funds are barely enough to maintain the same level of operation year after

Continued on Page 14, Column 1

'NO LESS PROTECTION THAN JOURNALISTS'

Scholar Need Not Turn Over Notes to Grand Jury, a U.S. Judge Rules

By MALCOLM G. SCULLY

Scholars are entitled to the same protections as journalists in keeping their research notes confidential, a federal judge in Brooklyn has ruled.

U.S. District Judge Jack B. Weinstein ruled that Mario Brajuha, a graduate student at the State University of New York at Stony Brook, did not have to turn over to a grand jury a journal he had kept while working at a restaurant on Long Island as part of his research for a doctoral dissertation on the "sociology of the American restaurant."

The grand jury is investigating a suspicious fire that took place in March, 1983, at Le Restaurant in Glen Cove, N.Y. Mr. Brajuha, who was working as a waiter there at the time, kept a journal of observations and conversations with fellow employees, to whom he had guaranteed confidentiality.

When the grand jury began its investigation, it subpoenaed Mr. Brajuha to testify and to produce his journal. According to Judge Weinstein's opinion, "Mr. Brajuha apparently testified fully about his direct observations of events at the restaurant," but he refused to produce the journal.

Subpoena 'Unnecessarily Intrusive'

In quashing the subpoena of the journal, Judge Weinstein said, "Serious scholars are entitled to no less protection than journalists.

"Affording social scientists protected freedom is essential if we are to understand how our own and other societies operate. Recognized by cultural anthropologists since at least the turn of the century as a basic tool, fieldwork is used widely in other disciplines, particularly sociology and political science.

"In order to work effectively researchers must record observations, communications, and personal reactions contemporaneously and accurately."

Noting the Mr. Brajuha had "testified fully—and as the government concedes, accurately" before the grand jury, Judge Weinstein concluded that "the subpoena for his journal is unnecessarily intrusive."

However, he did not claim that Mr. Brajuha had an absolute right to withhold the journal, only a "limited federal common-law privilege to do so." He added:

"If a criminal indictment and trial grow out of the grand-jury investigation, the balance struck between protection and production of the journal may well be different. For example, should Mr. Brajuha testify at a trial, the defendant may need the journal in order to be able to effectively cross-examine him."

House Bill Would Tax Some Fringe Benefits

The House of Representatives has passed a tax-reform bill that would allow some fringe benefits, such as faculty housing and employer-financed tuition programs, to be taxed. Other benefits, such as tuition-remission plans for faculty members, would be exempted from taxes. The Senate's version of the bill, still being debated last week, would bar the taxation of fringe benefits for two years. See Page 19.

TO MEET GLOBAL COMPETITION

France Invokes Memory of Diderot to Promote Technology

By DAVID DICKSON

PARIS

The arrival of 1984 has been used in the United States and Britain to examine the "Orwellian" threats from technology, but in France it is also being used to honor one of the foremost promoters of the contributions of science and technology to human progress—Denis Diderot.

The goal of scholars and politicians here is not simply to celebrate a famous Frenchman who died 200 years ago. They hope to use Diderot's life and work to encourage broader public appreciation of science and technology.

They say such an appreciation is crucial to France's efforts to meet the challenge of global competition in high technology and to develop a new, technically sophisticated French culture.

An eighteenth-century philosopher and polymath, Diderot is best known as the editor of the 25-volume *Encyclopédie*, a massive work of scholarship that represents one of the watersheds of the French Enlightenment. Through its attacks on the authority of the Roman Catholic Church and the French aristocracy, it helped pave the way for the French Revolution.

His current popularity, however, is based less on his political and philosophical ideas than on his efforts to promote an understanding of science and technology in what was primarily a literary culture—a task that France's current political leaders say is as important today as it was in the eighteenth century.

"Diderot was, in his time, the architect of a reconciliation between the cultures, the scientific culture on the one hand, and the poetic, artistic, and literary culture on the other," France's Minister of Culture, Jack Lang, said recently. "It is a task that once again faces us in the modern world."

Mr. Lang was speaking at a meeting in Reims held to inaugurate a series of scholarly meetings organized under the general

Continued on Page 32, Column 1

BETTMANN ARCHIVE

France's quest for eminence in science has renewed interest in Denis Diderot.

Lack of High-School Math Seen Hindering Women, Minorities in Science

By JEAN EVANGELAUF

Women and members of minority groups are underrepresented in scientific disciplines for different reasons, and strategies to increase the number of female and minority Ph.D. recipients must take those differences into account, according to a report by the Rockefeller Foundation.

Overall and for whites, 30 per cent of the doctorates earned by U.S. citizens are in the quantitative disciplines—biological sciences, physical sciences, computer sciences, mathematics, engineering, and economics. For Hispanics and American Indians, 20 per cent of the doctorates are earned in those fields. For women the figure is 15 per cent, and for blacks, 10 per cent. About 60 per cent of the doctorates earned by Asians are in the quantitative disciplines.

"The pool from which quantitative Ph.D. students ultimately derive is essentially formed by the conclusion of high school," the Rockefeller report said. Few students who did not take the necessary mathematics courses in high school earned bachelor's degrees in scientific fields.

A major reason that blacks, Hispanics, and American Indians lack adequate high-school mathematics preparation and are underrepresented in science is that at least one of their parents did not attend college, the report said. Parents with some college experience are more likely to assume that their children will attend college, and they tend to take a more active role in planning their children's high-school education, the report added.

The following table shows the percentages of first-generation college freshmen (those whose parents did not attend college) and second-generation freshmen (those who reported that at least one of their parents had attended college) who chose a quantitative major in the fall of 1981:

	First generation	Second generation
American Indian	12.9%	19.0%
Asian American	41.2%	40.2%
Black	12.0%	19.5%
Chicano	15.2%	20.8%
Puerto Rican ..	12.1%	22.0%
White	17.2%	21.8%
All	**16.7%**	**21.9%**

Students whose parents attended college have wider career horizons and are equally likely to choose a quantitative field, regardless of their racial or ethnic group, the study found. "As minorities move into the white-collar mainstream, their educational attainments and quantitative career choices should increase," the report said.

Because of the conflicting pressures of forming career preferences, training for those careers, and resolving their sexual identities, high-school girls often reject science and mathematics courses because they are "consistent with the development of masculine, but not feminine, identities," according to the report.

The report said, "In general, the public schools do not seem to serve any students particularly well in mathematics and science. . . . Ironically, our attempts to give students more curricular choice in high school have resulted in reducing their post-secondary training and career options. Simply increasing mathematics and science graduation requirements—as some states have already done—would preserve them . . . ."

The report—entitled *Who Will Do Science?*—was written by Sue E. Berryman, a staff member of the Rand Corporation. "It represents background material for the foundation's efforts in broadening career opportunities in science-based careers available to minorities and women," said Bernard E. Anderson, director of the foundation's social-science division. The research was based on published statistics, specific and limited analyses of existing data bases, and published analyses.

Of those students who do have the appropriate high-school mathematics and science background, members of minority groups drop out of the academic "pipeline" that leads to a quantitative doctoral degree at different levels, the report said.

Black losses are dispersed across the pipeline. For example, blacks earn bachelor's degrees in scientific fields at 60 per cent of the national average, master's degrees at 40 per cent, and doctorates at 33 per cent of the national average.

For Hispanics and American Indians, the losses occur at high-school graduation and college entry.

In general, the report said, the members of those two groups who do enter college drop scientific studies at about the national rate at the bachelor's and master's level.

However, the report added that scientifically based professional-degree programs such as medicine, dentistry, optometry, and pharmacy " 'drain off' more of the scientific talent in the black and Hispanic groups than in other groups."

Women tend to drop out of the pipeline at the bachelor's level. They earn a quarter of the quantitative bachelor's degrees, but only 18 per cent of the master's degrees.

Those trends suggest that efforts to decrease attrition can be made at all levels of higher education, whereas efforts to increase the size of the pool should occur at the primary and secondary levels.

Who Will Do Science? is available free of charge from the Rockefeller Foundation, Information Service, 1133 Avenue of the Americas, New York 10036.

Michigan's Public Colleges Told to Pool Resources

DETROIT

Michigan's public colleges and universities must combine resources and eliminate overlapping programs to prevent some of them from going out of business, a state commission has reported.

The Governor's Commission on the Future of Higher Education, in its mid-year report, backed away from recommending that any of the state's 15 public four-year institutions be closed.

Closing of state colleges has been the subject of continuing debate among educators and lawmakers.

Moreover, said James Robinson, a Detroit lawyer who heads the 25-member commission, the group will probably not recommend the closure of any institution when it issues its final report to the governor in October.

However, unless something is done to restrict the institutions' activities in times of spiraling tuition, falling enrollment, and unstable state financing, some colleges or universities may go out of business on their own, Mr. Robinson said.

"It is clear to the commission that the current configuration of the Michigan higher-education institutions and program offerings cannot be sustained at today's levels," the report said. "Attempting to maintain the status quo will only result in continued dispersion of resources and the erosion of quality."

The commission was appointed six months ago to study Michigan's 15 four-year colleges, 29 community colleges, and 56 private institutions and to make recommendations to guide them through the end of the century.

Among the preliminary recommendations:

► The institutions must more clearly define their roles and missions and concentrate their resources in specific areas. "You have 15 four-year institutions and you can pick up their brochures and they all look like they're doing the same things," Mr. Robinson said.

► The commission underlined the need for coordinated, statewide planning, but it rejected the idea of a "superboard" to oversee each of the institutions' governing boards. Such a board—an idea widely criticized by university presidents—would be "neither politically practical nor administratively prudent," the report said.

► The state legislature should closely monitor the use of state money to prevent duplication of programs at state colleges and universities. At present, the institutions are free to use as they please much of the state money they receive.

► The institutions should place a moratorium on new programs until a statewide review of the colleges and universities is completed.

—SUSAN GOLDBERG

Community Colleges Step Up Their Pursuit of Funds from Private Sources

Continued from Page 1

year. They are not enough to keep shop and lab equipment up to date, to make salaries competitive with other colleges, or to furnish the need for new programs and ideas," says John W. Garrett, III, a director of the Rockingham Community College Foundation in North Carolina.

He says changing times require the college to change its method of financing, which has consisted primarily of relying on public funds. "If we want to improve on what we have already built—even to just keep it at the same level—we have got to have another source," says Mr. Garrett.

About 700 of the nation's 1,064 public two-year colleges now have nonprofit foundations, although only 185 to 190 of them are active in fund raising, says W. Harvey Sharron, Jr., dean for development at Santa Fe Community College in Florida and executive director of the college's endowment corporation, which he established about 15 years ago.

In 1978, when Mr. Sharron conducted a survey of the 1,037 public colleges in the 48 contiguous states, he found that 546 of them had separate foundations. About 80 per cent had been established in the late 60's and early 70's, usually about five years after the founding of their colleges.

In 1982, after another survey, Mr. Sharron concluded that "more community-college foundations were activated and established in 1980 and 1981 and in the first six months of 1982 than from 1900 to 1979."

Today, he says, "the typical community-college foundation—about 325 of them—has average assets of less than $25,000. About 25 foundations have assets of $1-million or more."

As a tax-exempt corporation operating at "an arm's length" from the institution, a community-college foundation can receive and disburse "significant private dollars without the cumbersome burden of state and federal regulations, rules, and mandates," Mr. Sharron pointed out in a handbook he edited for the National Council for Resource Development in Washington.

Freeing Up Public Dollars

The colleges can use foundation resources for programs and activities that are not funded in the operations budget or perhaps cannot legally be supported by state or local taxes. Some student financial aid or bonuses for faculty members might fall into that category.

"For every dollar a foundation raises, you free up a dollar in public money for the college," says Mr. Sharron.

Developing a successful nonprofit foundation is a subject of discussion among community-college presidents and development officers whenever they get together today. They debate what is the best type of corporation to establish, the role of the college president, the selection of governing-board members, and the problems of raising money for a public, two-year institution.

"When you establish a new foundation, you have a couple of choices," says Kermit Lidstrom, president of Bismarck Junior College. "You can have a 'pass-through' foundation, where money is given to the foundation and the foundation writes a check to the college. Or you can have a 'pure endowment' foundation, where every dollar is kept forever and the income from the endowment is used for things."

The first type was not a success at Bismarck College, Mr. Lidstrom says, because "every time we got a couple thousand dollars, there was always a good reason to spend it. We were attacked from all sides."

Three years ago the college created an endowed foundation, which now has accumulated assets of more than $1-million.

Presidents and development officers at colleges with foundations observe that a corporation's success depends a lot on how the college president views "resource development" and the role he plays in raising funds.

In both the college and the foundation, "resource development should be central to all your operations, never an appendage," says David E. Daniel, president of Wilkes Community College in North Carolina.

For the president, he says, "community involvement must be central. No one can take the place of the president in fund raising. I spend half my time away from the college doing just that."

"Fund raising is like milking a cow the old-fashioned way," adds Robert L. Stoddard, dean of development and former acting president at Snow College in Utah. "You can't call people on the phone or write them a letter. You have to sit down beside them and go to work."

At Snow College, which has a new foundation, Mr. Stoddard says, "the president spends one-third of his time working on development."

Directors Should Have Money

Since the purpose of foundation directors is "friend raising and fund raising," says Santa Fe's Mr. Sharron, the only people who should be on the board are those "who have money, who have access to money, or who manage money for others."

"It is a widely held misconception that the foundation board of directors should include socially prominent individuals or elected officials and should serve as an honorary post for past presidents of the college and former board-of-trustee members," says Mr. Sharron. While this may be good public relations, he says, "it is not good fund raising."

In what he calls "candid and realistic observations," Mr. Sharron advises that "the foundation's board of directors have no faculty members or students. This is not a collegial organization."

He says foundations should also "forget about blacks, Indians, women, and mothers. The board has nothing to do with affirmative action."

He says, "Your business is fund raising."

In general, Bismarck's Mr. Lidstrom agrees.

"We used to have a lot of good old boys and good old girls who loved to be trustees and loved to come to meetings, but they never did a bit of work for the college."

For success, he says, "you need the best banker, the best attorney, the best major retailer, and the best physician" on the board.

When they start raising funds from the private sector, some community-college and foundation officials realize they must overcome obstacles that result from being what they are—public two-year institutions.

Among those obstacles is the view that private organizations should not give to public, two-year colleges because the institutions already receive support from tax funds. Or that alumni need not give money to their two-year college, since they give to the four-year institution where they completed their education.

Mr. Sharron, who says such views have contributed to the "slow evolution" of community-college fund raising in the private sector, thinks these perceptions are now "losing ground."

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News Summary

Articles on inside pages

Anthony Hecht's two-year "adventure" as Consultant in Poetry to the Library of Congress is over. Story on Page 5.

Colleges that repay their federally subsidized housing loans by October 1 could receive discounts of up to 50 per cent. Story on Page 19.

Regulations will go into effect May 29 preventing nonprofit groups that receive federal grants or contracts from using the money to lobby the government. Story on Page 19.

Successful efforts by clerical and technical workers at Yale University to form a union have focused attention on colleges as targets for unionization. Story on Page 23.

A laboratory (above) at the U.C.L.A. medical school has been equipped to test Olympic athletes for drugs during the summer Games. Story on Page 27.

British universities are actively seeking ties with industry in an effort to attract nongovernment money. Story on Page 31.

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Colleges Seeking New Ways to Aid Needy Students

U.S. funds haven't kept up with increases in tuition

By DONNA ENGELGAU

At Maysville Community College the soft-drink machine provides more than a pause that refreshes.

Student-aid officials at the small institution in rural Kentucky use the profits to help Maysville's neediest students pay for their college education.

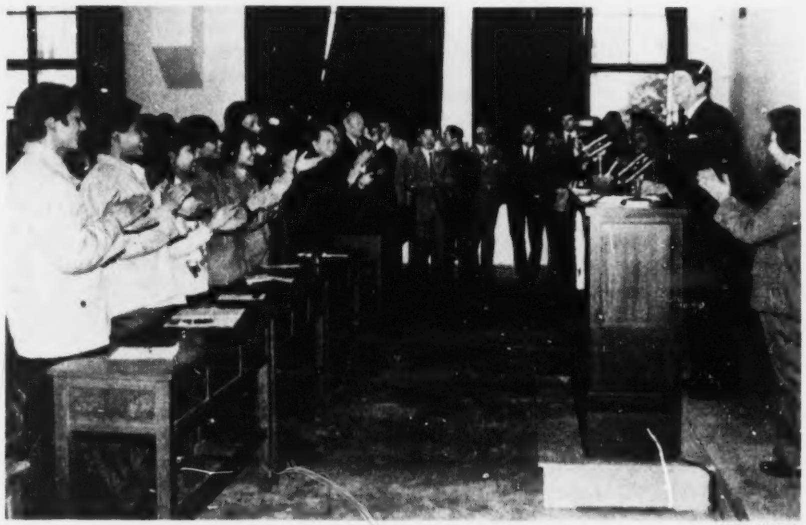
Many institutions like Maysville are finding that they, too, must find ways to sweeten their student-aid pots. To plug the financial gap created by little growth in federal student aid and by tuition increases, universities and colleges have been using more of their endowment income each year, particularly over the last four years, to help students through college.

Even then, private stockpiles do not meet the financial needs of all eligible students, because tuition is rising faster than institutions can earn endowment income or solicit funds. And with more students becoming eligible for financial aid each year, many campus officials are beginning to worry.

"How long can we continue to meet the needs of the students who are enrolling?" said James W. White, director of financial aid at Oberlin College. "The budget concerns for institutions for the last few years have just been overwhelming."

In the 1970's, when federal support for

Continued on Page 12, Column 1



WIDE WORLD

Students at Fudan University in Shanghai applaud President Reagan, who visited their classroom on his recent trip to China. At right is Xie Xide, the U.S.-educated president of the university.

Reagan Prods Chinese on Scholars' Plaint; Talks Set on Resuming Soviet Exchanges

President in China

By WENDY LIN

PEKING

In private talks with Chinese leaders here last week, President Reagan relayed a complaint from American scholars in China that they frequently have been stymied by lack of access to materials and to Chinese scholars working in similar areas.

The discussion of the scholars' problems was one of a series of events related to educational and scientific exchanges during Mr. Reagan's six-day visit to China.

According to aides accompanying the

Continued on Page 32, Column 3

Meeting in Moscow

By MALCOLM G. SCULLY

WASHINGTON

The National Academy of Sciences plans to join discussions in Moscow next month aimed at resuming and expanding scientific and educational exchanges with the Soviet Union.

The president of the academy, Frank Press, told members at the organization's annual meeting last week, "Your officers and council feel that we are ready to enter into discussions with the Soviet Academy of Sciences to explore new modes of interaction between the American and Soviet scientific communities."

Most of the academy's exchanges with its Soviet counterpart were suspended in 1980.

Mr. Press, who will head the delegation to Moscow, suggested that academy members' concerns over such issues as arms control and nuclear war had contributed to

Continued on Page 32, Column 3

Canada has signed a research agreement with Russia—the first since the 1980 invasion of Afghanistan. Story on Page 33.

College Found to Have Little Impact on Students' Social, Political Views

By CHERYL M. FIELDS

NEW ORLEANS

The social and political attitudes of college students change surprisingly little during their college years, says Jon D. Miller, director of the Public Opinion Laboratory at Northern Illinois University.

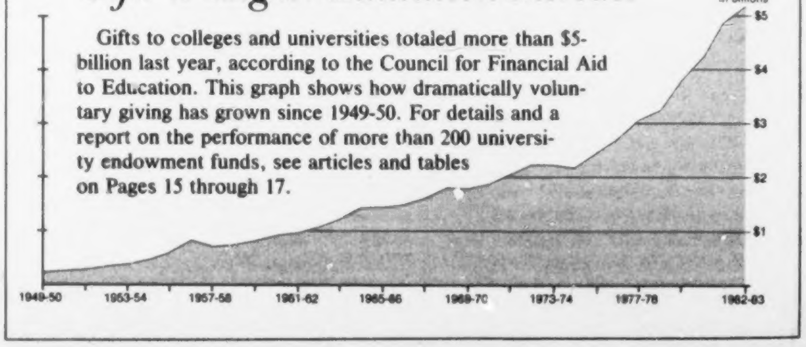
"Seniors do not look a lot different from freshmen. It is hard to tell where college has an impact," said Mr. Miller, a political scientist, in describing an "educational and social portrait" of students that he had constructed from a detailed survey of some 2,000 students in their freshman through senior years at 50 colleges and universities.

Fewer than a third of the freshmen—31 per cent of the men and 27 per cent of the women—expressed a strong desire to influence political decisions and structures, he told an audience at the annual meeting of the American Educational Research Association here. Those figures changed little for seniors: 31 per cent of senior men and 24 per cent of senior women expressed a similar desire.

Voting did increase during college, with 43 per cent of the male and 37 per cent of the female freshmen having taken part in an election, compared to 58 per cent of senior men and 54 per cent of senior women. But there was little change in active political participation—4 per cent of male

Continued on Page 14, Column 1

Gifts to Higher Education Increase



Gifts to colleges and universities totaled more than $5-billion last year, according to the Council for Financial Aid to Education. This graph shows how dramatically voluntary giving has grown since 1949-50. For details and a report on the performance of more than 200 university endowment funds, see articles and tables on Pages 15 through 17.

Gifts to Colleges Up 6.2 Pct., Top $5-Billion in Year

Colleges and universities received more support from business corporations than from foundations last year, according to the latest national survey of giving to higher education.

Total voluntary support of higher education for the year was estimated at $5.16-billion, an increase of 6.2 per cent over 1981-82.

The Council for Financial Aid to Education reported last week that corporations' support of higher education had risen 13.9 per cent in 1982-83 and exceeded for the first time the support given by foundations.

Based on data from 1,137 institutions, the council estimated that giving by corporations to all colleges and universities totaled $1.112-billion in 1982-83, compared with $1.018-billion given by foundations. The foundations' total was up 1.5 per cent from the previous year.

Individuals Give the Most

As usual, donations from individuals far exceeded the amount given by any other group. The council estimated that giving by alumni had dipped 0.2 per cent in 1982-83, to $1.237-billion, but that other individuals had increased their giving by 8 per cent, to $1.190-billion.

Estimated support for higher education from religious organizations rose 17.7 per cent, to $206-million. Gifts from fund-raising consortia and other sources were up 7.6 per cent, to $397-million.

Gifts earmarked to help pay faculty members increased sharply in 1982-83, the council said—by 17.6 per cent to $334-million. Gifts for research were up 10.9 per cent to $750-million; for physical plant, up 5.9 per cent to $791-million; for student aid, up 4.7 per cent to $689-million. Gifts not restricted to any specific purpose increased 11.7 per cent, to $1.506-billion.

Gifts for endowment, new buildings, and other capital purposes increased by 2.3 per cent, to an estimated total of $2.035-billion. Gifts to support current operations increased 8.9 per cent, to $3.125-million.

Top 20 Institutions

The council reported the following insitutions had the highest totals of voluntary support in 1982-83:

1. Harvard U.	$126,253,998
2. Stanford U.	91,897,447
3. U. of Minnesota	62,672,825
4. Columbia U.	62,050,362
5. Cornell U.	61,551,652
6. Mass. Inst. of Technology	60,709,711
7. Yale U.	60,393,723
8. Princeton U.	58,218,907
9. U. of Southern California	54,400,037
10. U. of Pennsylvania	50,982,528
11. U. of Michigan	50,554,729
12. U. of Illinois	49,012,322
13. Texas A&M U.	46,754,786
14. U. of Chicago	45,606,481
15. New York U.	43,647,738
16. U. of Wisconsin at Madison	43,429,778
17. U. of Cal. at Los Angeles	43,321,891
18. Washington U.	41,751,235
19. Johns Hopkins U.	41,059,950
20. Northwestern U.	39,234,445
Multiple-unit systems not included above:	
U. of California	$135,851,758
U. of Texas	107,721,719

The C.F.A.E. survey is also sponsored by the Council for Advancement and Support of Education and the National Association of Independent Schools.

Copies of the report, *Voluntary Support of Education 1982-83*, including data on 1,137 individual institutions, will be available by June 1 for $20 from the Council for Financial Aid to Education, 680 Fifth Avenue, New York 10019.

—JACK MAGARRELL

FACT-FILE

Voluntary Support for Higher Education, 1982-83

	73 private universities	6 private men's colleges	73 private women's colleges	435 private coeducational institutions	60 professional and specialized schools	215 public 4-year institutions	64 2-year institutions	Total for 926 institutions
AMOUNT OF SUPPORT								
Current operations	$853,830,000	$8,861,000	$68,231,000	$485,407,000	$77,260,000	$870,305,000	$12,287,000	$2,376,181,000
1-year change	+ 7.3%	+14.8%	+ 6.8%	+15.1%	+11.3%	+10.1%	+ 4.7%	+10.0%
Capital	$676,762,000	$9,158,000	$83,850,000	$501,712,000	$68,060,000	$418,723,000	$9,847,000	$1,768,111,000
1-year change	− 5.3%	−28.9%	+42.7%	− 5.2%	−13.9%	+30.0%	− 5.8%	+2.8%
Total	**$1,530,592,000**	**$18,019,000**	**$152,081,000**	**$987,118,000**	**$145,320,000**	**$1,289,028,000**	**$22,134,000**	**$4,144,292,000**
1-year	**+ 1.3%**	**−12.5%**	**+24.0%**	**+ 3.8%**	**− 2.1%**	**+15.9%**	**− 0.3%**	**+ 6.6%**
SOURCES OF SUPPORT								
Alumni	$408,939,000	$6,179,000	$69,692,000	$275,010,000	$19,097,000	$235,751,000	$3,782,000	$1,018,450,000
1-year change	−19.3%	−23.4%	+25.6%	+21.4%	+21.4%	+14.7%	+69.4%	− 0.1%
Nonalumni	$310,597,000	$5,800,000	$32,538,000	$285,467,000	$37,220,000	$256,405,000	$7,175,000	$935,202,000
1-year change	+ 4.1%	−13.3%	+55.6%	+ 0.7%	−21.3%	+24.9%	− 8.1%	+ 7.5%
Foundations	$347,254,000	$2,213,000	$25,725,000	$172,518,000	$47,771,000	$238,153,000	$3,515,000	$837,148,000
1-year change	+ 5.0%	− 1.0%	+15.3%	− 8.4%	+ 6.0%	+ 9.6%	+21.2%	+ 3.5%
Business corporations	$334,053,000	$1,432,000	$13,210,000	$119,341,000	$25,268,000	$397,805,000	$3,415,000	$894,525,000
1-year change	+24.4%	−18.2%	+27.6%	+ 4.4%	− 7.8%	+13.2%	−32.6%	+14.9%
Religious denominations	$33,629,000	$1,251,000	$5,266,000	$91,792,000	$8,327,000	$1,241,000	$3,012,000	$144,519,000
1-year change	+29.0%	+ 4.5%	−28.8%	+ 3.4%	+31.8%	+119.7%	+ 6.4%	+ 8.5%
Others	$96,120,000	$1,143,000	$5,651,000	$42,990,000	$7,638,000	$159,672,000	$1,234,000	$314,448,000
1-year change	+19.2%	+74.0%	− 8.4%	−12.9%	+14.1%	+20.6%	− 8.8%	+13.4%
PURPOSES								
Unrestricted	$384,805,000	$7,739,000	$69,831,000	$464,406,000	$45,628,000	$189,029,000	$11,527,000	$1,172,965,000
1-year change	+ 5.1%	+ 8.0%	+14.7%	+10.4%	− 5.4%	+25.0%	− 3.9%	+10.1%
Physical plant	$219,209,000	$3,340,000	$24,633,000	$198,668,000	$29,567,000	$159,988,000	$4,605,000	$640,010,000
1-year change	+ 8.3%	−42.6%	+48.6%	− 4.7%	−14.8%	+35.8%	−16.0%	+ 8.2%
Basic research	$229,755,000	$116,000	$1,762,000	$6,831,000	$27,012,000	$352,893,000	$40,000	$618,408,000
1-year change	+10.3%	−11.0%	− 5.0%	+ 5.3%	+ 9.2%	+15.6%	+296.4%	+13.1%
Student financial aid	$183,795,000	$3,471,000	$26,138,000	$132,861,000	$18,864,000	$185,214,000	$3,696,000	$554,040,000
1-year change	+18.1%	+41.8%	+25.7%	− 7.9%	+32.3%	+ 3.8%	+24.1%	+ 6.8%
Faculty compensation	$124,473,000	$1,110,000	$9,644,000	$38,693,000	$8,990,000	$92,341,000	$295,000	$275,546,000
1-year change	+12.6%	− 1.3%	+104.5%	− 2.9%	−19.2%	+47.7%	+ 5.2%	+19.7%
Others	$388,554,000	$2,244,000	$20,073,000	$145,660,000	$15,259,000	$309,[illegible]3,000	$1,970,000	$883,323,000
1-year change	−16.9%	−42.6%	+12.6%	+10.8%	− 0.9%	+ 4.3%	+36.0%	− 5.4%

	73 private universities	9 private men's colleges	77 private women's colleges	495 private coeducational colleges	90 professional and specialized schools	267 public institutions	126 2-year institutions	Total for 1,137 institutions
SUPPORT THROUGH THE ANNUAL FUND								
Total alumni of record	4,944,787	66,342	736,303	5,288,623	599,369	12,483,801	570,662	24,689,887
Alumni solicited for annual fund	4,109,989	57,734	624,498	4,407,139	484,708	9,535,068	297,820	19,516,956
Alumni donors to annual fund	1,040,460	19,157	210,047	1,061,546	104,135	1,327,065	33,781	3,796,191
Alumni gifts to annual fund	$163,268,000	$2,747,000	$23,705,000	$109,032,000	$11,245,000	$102,064,000	$2,105,000	$414,165,000
Nonalumni parents' gifts to annual fund	$8,601,000	$235,000	$2,444,000	$11,783,000	$406,000	$2,819,000	$486,000	$26,773,000
Total gifts to annual fund	$340,015,000	$5,555,000	$50,744,000	$313,607,000	$32,878,000	$229,756,000	$9,536,000	$982,122,000
CORPORATIONS' MATCHING GIFTS								
Total number of gifts matched	116,527	2,573	18,860	105,984	16,980	95,984	2,658	359,566
Support from matching-gift programs	$28,905,000	$613,000	$4,520,000	$26,272,000	$2,704,000	$17,167,000	$621,000	$80,802,000

Support Compared with Prices, Spending, Enrollment

	Estimated voluntary support				Institutional expenditures					
		Per student				Per student				
Academic years	Total	Current	Adjusted†	Share of total	Total	Current	Adjusted†	Total enrollment	Consumer Price Index*	Higher Education Price Index*
1949-50	$ 240,000,000	$ 90	$126	9.6%	$ 2,500,000,000	$ 940	$1,310	2,659,000	71.7	n.a.
1965-66	1,440,000,000	241	251	9.5%	15,200,000,000	2,547	2,656	5,967,000	95.9	95.0
1970-71	1,860,000,000	217	183	6.9%	26,900,000,000	3,135	2,639	8,561,000	118.8	128.6
1975-76	2,410,000,000	215	130	5.6%	42,600,000,000	3,809	2,296	11,185,000	165.9	177.2
1980-81	4,230,000,000	350	135	6.2%	70,500,000,000	5,828	2,245	12,097,000	259.6	263.9
1982-83	5,160,000,000	418	142	6.3%	82,500,000,000	6,676	2,272	12,358,000	293.8	308.8
Average annual change										
1949-50 to 1965-66	+11.9%	+ 6.4%	+ 4.4%		+11.9%	+ 6.4%	+ 4.5%	+ 5.2%	+ 1.8%	n.a.
1965-66 to 1970-71	+ 5.3%	− 2.0%	− 6.1%		+12.1%	+ 4.2%	− 0.1%	+ 7.5%	+ 4.4%	+ 6.2%
1970-71 to 1975-76	+ 5.3%	− 0.2%	− 6.6%		+ 9.6%	+ 4.0%	− 2.7%	+ 5.4%	+ 6.9%	+ 6.6%
1975-76 to 1980-81	+11.9%	+10.2%	+ 0.8%		+10.6%	+15.7%	− 0.4%	+ 1.6%	+ 9.4%	+ 8.1%
1980-81 to 1982-83	+10.4%	+ 9.3%	+ 2.6%		+ 8.2%	+ 7.0%	+ 0.6%	+ 1.1%	+ 6.4%	+ 8.2%

† Adjusted to 1967 dollars, according to Consumer Price Index.
* 1967 = 100
n.a.—not available

SOURCE: COUNCIL FOR FINANCIAL AID TO EDUCATION

Businesses Urged to Share Experts with Universities

WASHINGTON

Business corporations are being encouraged to share their staffs with colleges and universities to help meet shortages of faculty members in such disciplines as engineering, computer technology, the sciences, and business administration.

Companies might encourage managers and professional employees nearing retirement to spend two or three years "on loan" as faculty members.

Sabbatical programs for corporate executives could let them spend an academic year on campus, teaching and studying.

Biggest Need Since World War II

The sharing of staff is one of the methods of corporate support for colleges and universities recommended in a report published last week by the Business–Higher Education Forum.

The forum, comprising chief executive officers of 80 corporations and universities, was established in 1978 under the auspices of the American Council on Education.

Its report, *Corporate and Campus Cooperation: an Action Agenda,* said that "corporations must recognize that the need for expanded corporate aid to higher education is today more critical than at any time since World War II."

The need results from the failure of college and university incomes to keep up with rising enrollments and inflation during the past 10 years, the report said.

In terms of inflation-adjusted dollars, the report said, spending per student for higher education in the U.S. declined 12.8 per cent between 1973 and 1983.

Competing in Global Markets

The report suggested ways in which corporations and universities could cooperate for mutual advantage, as recommended a year ago in the Business–Higher Education Forum's report, *America's Competitive Challenge: the Need for a National Response*.

The earlier report examined the declining competitiveness of U.S. industry and called for improvements in technological innovation and education to strengthen the country's ability to compete in global markets.

In addition to the sharing of staff, the new report recommended:

► Support for legislation to liberalize the tax benefits to corporations that give their products to colleges and universities for use in teaching and research.

► Development of new incentives to increase corporations' financial aid to students, such as scholarships and loans for children of employees.

► Increased use of campus resources for corporate purposes. In addition to programs for employee training and contract research, corporations could be given greater access to libraries, computer facilities, and conference centers.

The forum's report recommended the expansion of traditional relationships between business and higher education, such as corporations' financial support for students, research, and education programs.

Copies of the report are available for $9 each from the Business–Higher Education Forum, One Dupont Circle, Suite 800, Washington 20036.

—JACK MAGARRELL

FACT-FILE

Value of 202 Endowments on June 30, 1983

1983 rank	Institution	Market value	
		June 30, 1982	June 30, 1983
1.	Harvard University	$1,711,310,000	$2,451,290,000
2.	University of Texas System	1,626,210,000	2,329,600,000
3.	Princeton University	885,772,000	1,281,080,000
4.	Yale University	740,600,000	1,089,100,000
5.	Columbia University	772,562,000	869,871,000
6.	Stanford University ††	680,621,000	861,501,000
7.	Massachusetts Inst. of Technology	466,977,000	673,579,000
8.	University of Chicago	394,200,000	539,500,000
9.	Northwestern University ††	322,286,000	490,987,000
10.	Rice University	333,487,000	488,843,000
11.	Washington University (Mo.)	302,200,000	460,759,000
12.	Cornell University	317,592,000	458,730,000
13.	Emory University ††	not reported	403,388,000
14.	Rockefeller University	240,563,000	346,828,000
15.	New York University ††	308,500,000	343,700,000
16.	Dartmouth College	230,071,000	326,132,000
17.	University of Pennsylvania	218,250,000	314,654,000
18.	Johns Hopkins University	223,994,000	313,033,000
19.	University of Notre Dame	203,767,000	279,112,000
20.	California Institute of Technology ‡	192,426,000	259,765,000
21.	Vanderbilt University	183,889,000	240,495,000
22.	University of Virginia	154,228,000	226,067,000
23.	Duke University	151,381,000	206,097,000
24.	University of Southern California	182,925,000	201,210,000
25.	Case Western Reserve University	141,222,000	201,187,000
26.	McGill University **	147,700,000	197,461,000
27.	Brown University	121,041,000	189,484,000
28.	University of Delaware	119,168,000	189,232,000
29.	Smith College	125,150,000	178,483,000
30.	Carnegie-Mellon University	124,176,000	173,434,000
31.	University of Michigan	115,309,000	169,599,000
32.	Wellesley College	126,224,000	166,142,000
33.	Wesleyan University	121,964,000	162,774,000
34.	Williams College	not reported	162,677,000
35.	Swarthmore College	not reported	158,204,000
36.	Southern Methodist University	110,368,000	150,748,000
37.	University of Cincinnati	103,421,000	149,177,000
38.	University of Pittsburgh	98,262,000	140,589,000
39.	Vassar College	98,370,000	138,833,000
40.	Amherst College	94,412,000	135,074,000
41.	Oberlin College	95,924,000	131,791,000
42.	Berea College	91,161,000	131,773,000
43.	University of Richmond	86,768,000	130,358,000
44.	Rensselaer Polytechnic Institute	94,191,000	127,543,000
45.	Wake Forest University	89,151,000	124,825,000
46.	Ohio State University	94,165,000	122,348,000
47.	Baylor University **	101,639,000	120,889,000
48.	Grinnell College	83,220,000	120,021,000
49.	Tulane University	67,679,000	116,190,000
50.	Pomona College	72,765,000	113,970,000
51.	Loyola University of Chicago	95,059,000	107,927,000
52.	Middlebury College	66,383,000	102,061,000
53.	Lehigh University	70,905,000	101,321,000
54.	Georgetown University	76,479,000	95,858,000
55.	Lafayette College	65,142,000	94,169,000
56.	Brandeis University	71,931,000	93,697,000
57.	Boston University	55,064,000	93,152,000
58.	Thomas Jefferson University	60,149,000	86,955,000
59.	State U. of New York *	not reported	84,749,000
60.	Carleton College	60,035,000	84,478,000
61.	Mount Holyoke College	58,382,000	83,722,000
62.	Kansas U. Endowment Association	41,873,000	82,948,000
63.	University of Florida Foundation	not reported	80,260,000
64.	Saint Louis University	55,572,000	77,100,000
65.	Academy of the New Church	44,186,000	73,685,000
66.	Syracuse University	56,012,000	73,480,000
67.	Occidental College	49,226,000	70,378,000
68.	Bryn Mawr College **	48,977,000	68,891,000
69.	Rutgers University	49,404,000	68,625,000
70.	University of Wisconsin System	47,040,000	66,789,000
71.	University of Miami **	51,818,000	66,342,000
72.	Butler University **	not reported	66,317,000
73.	Earlham College	46,299,000	65,815,000
74.	Trinity College (Conn.)	44,373,000	65,125,000
75.	University of North Carolina	41,377,000	63,724,000
76.	Tufts University	not reported	61,502,000
77.	Hamilton College (N.Y.)	39,544,000	58,581,000
78.	Cooper Union	43,890,000	58,544,000
79.	University of Missouri	42,108,000	57,677,000
80.	Worcester Polytechnic Institute	42,694,000	56,895,000
81.	Colgate University **	41,415,000	54,922,000
82.	Radcliffe College	37,220,000	53,541,000
83.	Colorado College	34,720,000	53,299,000
84.	Bucknell University	42,994,000	52,780,000
85.	Southwestern University	37,853,000	51,354,000
86.	Haverford College	35,773,000	49,363,000
87.	University of Washington	not reported	48,961,000
88.	University of Illinois Foundation	not reported	48,533,000
89.	Agnes Scott College	34,627,000	47,795,000
90.	University of Santa Clara	32,168,000	46,863,000
91.	Colby College	29,104,000	45,792,000
92.	Claremont McKenna College	30,317,000	45,412,000
93.	Willamette University **	34,118,000	44,943,000
94.	Hampton Institute	36,031,000	44,476,000
95.	Drew University	33,860,000	42,678,000
96.	University of Alabama System ‡	29,120,000	40,975,000
97.	University of Vermont	27,644,000	39,642,000
98.	Whitman College	31,598,000	38,750,000
99.	Lawrence University	26,150,000	38,630,000
100.	Davidson College	28,906,000	38,102,000
101.	Mercer University	18,208,000	36,544,000
102.	University of Houston System ††	$31,952,000	$36,348,000
103.	Simmons College	24,448,000	36,334,000
104.	Philadelphia C. of Pharmacy & Science	30,826,000	35,719,000
105.	Spelman College	22,721,000	35,323,000
106.	Teachers College, Columbia U. ††	26,309,000	34,320,000
107.	University of Tennessee System	not reported	33,752,000
108.	Barnard College	not reported	33,666,000
109.	Berry College	24,012,000	33,443,000
110.	Denison University	25,567,000	33,391,000
111.	George Washington University	21,187,000	33,072,000
112.	College of Wooster	23,912,000	32,905,000
113.	Rhode Island School of Design	20,670,000	32,809,000
114.	University of Wisconsin Foundation	not reported	32,447,000
115.	Ohio University	25,155,000	32,324,000
116.	Marquette University	21,031,000	31,288,000
117.	Virginia Polytechnic Inst. Foundation	not reported	29,985,000
118.	University of Maryland	19,501,000	28,845,000
119.	University of Illinois	not reported	28,242,000
120.	Bates College	22,200,000	26,903,000
121.	Arkansas College	not reported	26,601,000
122.	Sweet Briar College	19,932,000	26,217,000
123.	Pennsylvania State University	18,848,000	25,702,000
124.	Hendrix College †	17,879,000	25,250,000
125.	Reed College	15,220,000	25,207,000
126.	Alma College	15,771,000	24,148,000
127.	Furman University **	17,711,000	24,145,000
128.	Franklin and Marshall College	16,825,000	24,134,000
129.	Wheaton College (Mass.)	16,381,000	23,078,000
130.	University of Tulsa	17,495,000	23,047,000
131.	Hollins College	not reported	22,664,000
132.	Clark University	15,128,000	22,634,000
133.	Oregon State Board of Higher Ed.	14,901,000	22,172,000
134.	C. of William and Mary Association	16,634,000	22,153,000
135.	Dickinson College	17,855,000	21,904,000
136.	Connecticut College **	13,130,000	21,716,000
137.	American University of Beirut	15,183,000	21,545,000
138.	University of Puget Sound ††	17,815,000	21,508,000
139.	Cornell College (Iowa)	18,665,000	20,790,000
140.	Knox College	17,573,000	20,660,000
141.	Creighton University	not reported	20,408,000
142.	Chatham College	not reported	20,403,000
143.	North Carolina State University	17,957,000	20,387,000
144.	Pratt Institute ††	16,130,000	20,343,000
145.	Kalamazoo College	14,579,000	20,092,000
146.	Wentworth Inst. of Technology	13,695,000	19,556,000
147.	Baldwin-Wallace College	14,750,000	19,325,000
148.	Temple University	12,187,000	18,935,000
149.	Clarkson College of Technology	10,475,000	18,855,000
150.	Allegheny College	12,495,000	18,604,000
151.	Indiana University	14,076,000	18,372,000
152.	University of Iowa Foundation	10,246,000	18,116,000
153.	University of Arizona	16,986,000	17,252,000
154.	Wittenberg University	15,199,000	17,192,000
155.	Kenyon College	4,318,000	16,964,000
156.	University of Maine	11,307,000	16,781,000
157.	Seattle University	not reported	16,626,000
158.	Norwich University	10,941,000	15,799,000
159.	University of Tennessee, Chattanooga	11,279,000	15,561,000
160.	University of Dayton	11,132,000	15,065,000
161.	Saint Mary's College (Ind.) **	18,357,000	14,412,000
162.	Muhlenberg College	10,199,000	14,250,000
163.	Bryant C. of Business Administration †	9,280,000	13,991,000
164.	Washburn University of Topeka ‡‡	10,560,000	13,973,000
165.	Clemson University	not reported	13,544,000
166.	Drake University **	11,523,000	13,508,000
167.	Babson College	8,468,000	12,281,000
168.	University of Arkansas, Fayetteville	7,933,000	12,145,000
169.	University of Hartford †	not reported	11,906,000
170.	Saint Norbert College	9,698,000	11,829,000
171.	Alfred University	7,905,000	11,773,000
172.	Illinois College	not reported	11,607,000
173.	Skidmore College	8,094,000	11,382,000
174.	Ohio Northern University ††	7,646,000	11,260,000
175.	Wells College	8,943,000	10,730,000
176.	Messiah College	not reported	10,529,000
177.	Hope College	7,460,000	10,520,000
178.	College of William and Mary	7,608,000	9,880,000
179.	University of Nebraska	6,366,000	9,390,000
180.	Moravian College	6,869,000	8,889,000
181.	University of Akron	5,956,000	8,725,000
182.	Rockhurst College	6,392,000	8,644,000
183.	University of Scranton **	6,411,000	8,390,000
184.	Washington State University	5,787,000	8,183,000
185.	University of Evansville **	5,864,000	7,086,000
186.	Medical College of Pennsylvania	4,601,000	6,568,000
187.	University of Rhode Island *	not reported	6,147,000
188.	Canisius College	3,482,000	5,099,000
189.	Russell Sage College	3,840,000	5,051,000
190.	Philadelphia C. of Textiles & Science	3,478,000	4,564,000
191.	Western Michigan University	2,680,000	4,417,000
192.	Chapman College **	3,554,000	4,100,000
193.	Arizona State University	2,352,000	4,048,000
194.	University of Tampa **	2,222,000	3,299,000
195.	Monmouth College	2,218,000	3,089,000
196.	University of Massachusetts	2,238,000	3,048,000
197.	Eastern Michigan University	1,881,000	2,763,000
198.	D'Youville College	not reported	2,738,000
199.	University of Connecticut	1,717,000	2,058,000
200.	Ohio College of Podiatric Medicine	not reported	1,828,000
201.	California State U. and Colleges	not reported	1,229,000
202.	Ocean County College	738,000	951,000

* As of March 31, 1983

** As of May 31, 1983

† As of July 31, 1983

†† As of August 31, 1983

‡ As of September 30, 1983

‡‡ As of December 31, 1983

Note: Table includes only institutions participating in the voluntary comparative-performance study by the National Association of College and University Business Officers.

College Endowments Post Record Return of 41 Pct., but Fail to Match Indexes

By JEAN EVANGELAUF

Although college and university endowment investments posted record returns for the year ending June 30, 1983, the 41.34-per-cent gain was "considerably below" expectations, according to a study by the National Association of College and University Business Officers.

A portfolio composed of the assets found in the average endowment had an expected return of 45.62 per cent, based on the returns of market indexes such as the Standard & Poor's 500, the Lehman Brothers–Kuhn Loeb corporate bond index, and Treasury bill rates.

The difference of 4.28 percentage points was the worst relative performance since the business officers' association began calculating the expected return in 1977. In 1982, for example, the endowment returns registered a loss of .93 per cent, while the expected loss was 1.78 per cent. In 1981, the endowment return was 14.64 per cent, while the expected return based on market indexes was 10.73 per cent.

Explanations for Performance

The data are based on the performance of 202 endowments monitored by the association. They represent about 75 per cent of all the money in college and university endowments. The 41.34-per-cent return is a slight downward revision of the preliminary figure, 42.2 per cent, that the association released last fall.

The business officers' association gave three possible explanations for the 1983 performance:

► Investment managers may have shifted assets at inopportune times.

► The particular stocks owned by the institutions may have underperformed relative to the overall stock market.

► The institutions' bonds may have had a shorter maturity than those in the bond index, and therefore underperformed when interest rates fell.

"The performance is not surprising," said Rodney H. Adams, treasurer of Stanford University. "An endowment fund is not as risky as some of the indexes. In 1983 the stock market went up astronomically, and endowment funds lagged behind."

Trustees Are Cautious

"Investment managers don't try to be market timers," said Jerry V. Woodham, treasurer of Washington University. "There aren't many colleges that shift a large portion of their assets back and forth from stocks to bonds when the market changes. Trustees tend to be cautious with college money. The risk of being wrong is much more costly than the potential gain from risky investments."

The average endowment in 1983 was divided as follows: 52.6 per cent in stocks, 30.3 per cent in bonds, 12.4 per cent in cash, 2.2 per cent in real estate, and 2.5 per cent in other assets.

Even with this year's record return, the purchasing power of endowments has dropped since 1973, the report said. The 10-year decline was 15.24 per cent, based on the Consumer Price Index, and 10.33 per cent, based on the Higher Education Price Index.

"Colleges and universities are not holding their own," Mr. Adams said. "In the old days you paid out whatever you earned, but now you can't do that and maintain the value of your endowment. Some schools are starting to cut back.

"But some smaller colleges that depend on endowment income for a relatively large portion of their operating funds can't survive if they reinvest more of that endowment income."

Investment managers will have difficulty repeating last year's performance, Mr. Woodham said. "I'm unhappy with the stock market now. The market boom started in August, 1982, and ran through June, 1983. In the nine months of this fiscal year, we've had a return of between 5 and 10 per cent."

Gifts to the endowments in 1983 totaled 4.4 per cent of average market value, the same as in 1982, the report said.

The market value of the 202 endowments on June 30, 1983, was $24.4-billion.

Copies of the report, *Results of the 1983 NACUBO Comparative Performance Study and Investment Questionnaire*, are available prepaid for $30 for NACUBO members and $50 for nonmembers. Members may send purchase orders to NACUBO, Order Desk One Dupont Circle, Suite 500, Washington 20036. Others should send checks to NACUBO, P.O. Box 35024, Washington 20013.

Average Total Return

	1 year	3 years	5 years	10 years
All endowments	41.34%	16.86%	14.62%	9.24%
Funds over $100-million	43.95%	17.87%	16.02%	9.56%
$25 to $100-million	43.38%	17.63%	15.45%	9.74%
Under $25-million	38.26%	15.66%	13.12%	8.56%
Comparative measures				
Equities				
Dow Jones Industrial Average	58.50%	18.66%	14.80%	8.65%
Standard & Poor's 500 Index	61.04%	19.77%	17.95%	9.88%
Bonds				
Salomon Brothers Bond Index	42.85%	9.64%	6.27%	6.03%
Lehman Brothers-Kuhn Loeb Bond Index	39.73%	11.92%	7.90%	7.23%
Common Fund †				
Equities	72.23%	24.61%	22.67%	13.09%
Bonds	24.11%	7.46%	6.24%	—
Consumer Price Index	2.58%	6.38%	8.83%	8.45%
Higher Education Price Index ††	6.29%	8.99%	8.91%	7.99%

Note: Data are based on 220 investment pools of 202 colleges and universities. Total return is change in market value, plus dividends and interest, for periods ending June 30, 1983.

† A nonprofit organization through which educational institutions pool investments.

†† An index of changes in prices paid by colleges and universities for goods and services, developed by D. Kent Halstead, National Institute for Education.

— Not available.

SOURCE: NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY BUSINESS OFFICERS

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News Summary

Articles on inside pages

The mind can help heal the body, say proponents of behavioral medicine, but researchers are having a difficult time trying to prove it. Story on Page 5.

A new government form intended to simplify the collection of data on universities has received bad reviews from institutional researchers. Story on Page 15.

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Bob Knight, basketball coach at Indiana University, is a master of his trade, but critics say he is too temperamental to represent the U.S. as the coach of the Olympic basketball team. Story on Page 27.

The Education Department has mismanaged federal loan programs for college housing and academic facilities, a House subcommittee charged last week. Story on Page 17.

Sociologists working outside academe—or looking for work there—are the focus of special interest by the American Sociological Association. Story on Page 21.

The British government has proposed legislation that would reduce the protection provided by tenure to university faculty members. Story on Page 31.

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2-Year Colleges Face a Decline in Enrollment

Private institutions escape dip this year, study finds

By **BEVERLY T. WATKINS**

The boom in two-year-college enrollments is over, at least for the time being.

The number of students in credit programs at the nation's community, technical, and junior colleges dropped to 4.94 million last fall, an overall decrease of more than 23,000 from 1982, according to a new report from the American Association of Community and Junior Colleges.

The drop, while modest, was the first since 1978, when credit enrollments declined by 5,925 from the previous year. However, that decline amounted to little more than a blip in the steady two-decade surge in the number of students attending two-year institutions.

End of 'Explosive Growth'

"Enrollments are leveling out after many decades of explosive growth," said Dale Parnell, president of the community-college association. "I don't think they will drop much, but we will not see our enrollments growing dramatically in the next few years. I think they will stay level."

According to the association's report, which was compiled from data provided by state administrators, the enrollment decrease was limited to the 1,064 public two-year colleges, which experienced a drop of about 29,700 students nationwide last fall. Enrollments increased by about 7,560 at the 155 private two-year institutions.

Of the total students in credit programs,

Continued on Page 16, Column 1

U.S. Denounces Treatment of Sakharov as 'Inhumane'

WASHINGTON

The United States last week called the Soviet Union's treatment of Andrei D. Sakharov, the dissident physicist, "inhumane and virtually incomprehensible."

Mr. Sakharov, who in 1980 was sent into internal exile in Gorki, a city 250 miles east of Moscow, started a hunger strike May 2 to protest the Soviet rejection of a request by his wife, Yelena G. Bonner, to travel abroad for medical treatment. Miss Bonner, who suffers from heart and eye problems, began a hunger strike of her own on May 13.

John Hughes, a State Department spokesman, said Mr. Sakharov "is one of the Soviet Union's greatest living scientists whose only crime has been to insist that the Soviet Union live up to to its pledges to uphold the human rights of its people."

Vote for President Dramatizes Split in AAUP Ranks

Members of the American Association of University Professors are using this year's election of officers to air some serious internal conflicts that have grown out of the association's role in collective bargaining.

The controversy is not focused on the qualifications of the candidates, who will be selected in a mail-ballot election that will conclude May 31.

Indeed, the two faculty members running for president—Paul H. L. Walter, professor of chemistry at Skidmore College, and Peter Falley, professor of math-

Continued on Page 16, Column 1

U.S. Judge Halts Cal. Field Tests in DNA Study

Experiments barred until court rules on lawsuit

By **KIM McDONALD**

WASHINGTON

A federal judge last week issued an order stopping researchers at the University of California from conducting the first deliberate release of genetically engineered organisms into the environment.

The temporary injunction also prohibited the National Institutes of Health, which had approved the experiment by scientists from the university's Berkeley campus, from allowing similar field tests of genetically engineered organisms until the court rules on a lawsuit filed against the N.I.H. by a coalition of environmental groups.

The 38-page order, issued by Judge John J. Sirica of the U.S. District Court for the District of Columbia, represented a significant victory for environmental groups that charged that the N.I.H. had violated federal law by failing to require environmental impact statements before approving such field tests.

No Trial Date Yet

Jeremy Rifkin, president of the Foundation on Economic Trends and the leader of a coalition that filed the lawsuit, said that because Judge Sirica's order supported the major complaints his group had made, he expected ultimately to win.

Judge Sirica has agreed to hear the case, but has not yet set a trial date.

"My feeling is that this will open up a national debate about how we should look at biotechnology and who should oversee

Continued on Page 10, Column 1

BLACK STUDENTS IN SOUTH AFRICA PROTEST LACK OF HOUSING

ACADEMIC FREEDOM IS A MYTH!
WE DEMAND ACCOMMODATION FOR ALL STUDENTS AT UCT

CAPE TIMES

Students at the University of Cape Town walk past slogan-cluttered tents pitched on the campus by black students protesting inadequate living accommodations. Story on Page 31.

FACT-FILE

1982-83 Holdings of Research Libraries in U.S., Canada

University libraries †	Overall rank ‡	Volumes in library	Volumes added	Current serials	Spending for materials*	Spending for salaries*
Harvard U.	1	10,567,240	158,012	99,500	$6,251,797	$14,018,278
U. of California, Berkeley	2	6,336,301	218,877	101,584	4,313,694	11,554,736
U. of California, Los Angeles	3	5,744,144	150,780	80,908	4,960,478	10,554,410
Yale U.	4	7,880,025	154,601	52,212	4,111,500	9,218,900
Stanford U.	5	5,040,940	146,400	46,572	4,631,057	10,823,140
U. of Texas	6	5,057,649	158,655	61,133	6,200,024	8,250,140
U. of Toronto	7	4,856,750	67,010	42,941	4,403,420	11,665,104
U. of Michigan	8	5,597,266	116,094	61,464	4,268,564	7,565,239
Columbia U.	9	5,270,432	77,984	60,570	3,325,112	8,256,261
U. of Illinois	10	6,411,948	169,333	93,913	3,522,005	6,984,143
Cornell U.	11	4,516,717	116,444	55,094	3,744,400	6,719,577
U. of Washington	12	4,168,079	77,267	39,476	3,971,429	6,056,263
U. of Wisconsin	13	4,281,749	108,534	52,153	3,543,073	7,267,140
U. of Minnesota	14	4,037,478	92,081	42,930	3,453,396	7,049,057
U. of British Columbia	15	2,262,210	91,654	33,815	3,153,525	7,664,149
Ohio State U.	16	3,779,819	87,535	27,[illegible]19	3,989,869	6,099,506
Princeton U.	17	3,519,262	89,020	32,910	3,171,448	5,856,673
U. of N. Carolina	18	2,952,859	113,001	40,157	3,441,258	5,108,007
Pennsylvania St. U.	19	2,402,938	129,958	23,335	2,839,766	5,943,909
Indiana U.	20	4,105,734	112,322	28,346	3,165,486	5,677,990
U. of Arizona	21	2,853,707	112,265	32,105	3,194,650	4,511,024
U. of Chicago	22	4,688,361	122,770	50,233	2,504,372	4,711,380
U. of California, Davis	23	1,827,150	73,937	46,480	3,637,044	4,959,402
U. of Virginia	24	2,550,064	83,311	25,021	2,886,476	4,719,966
Rutgers U.	25	2,083,310	59,095	21,910	2,560,961	6,597,629
U. of Pennsylvania	26	3,120,976	66,742	31,687	2,108,386	5,126,224
New York U.	27	2,756,470	57,599	28,390	2,632,451	5,159,537
Howard U.	28	1,315,753	73,200	25,078	3,206,316	5,253,799
U. of Alberta	29	2,316,650	85,367	14,605	2,660,505	6,621,145
Northwestern U.	30	2,973,100	83,698	32,970	2,476,552	4,737,447
U. of Georgia	31	2,226,090	84,473	45,126	2,854,541	3,489,983
U. of Florida	32	2,349,473	63,528	24,563	2,555,757	3,784,459
Duke U.	33	3,261,222	78,580	29,667	2,700,586	4,302,483
U. of S. California	34	2,247,063	76,289	36,765	2,820,361	4,486,352
Michigan State U.	35	2,898,698	91,867	20,002	2,279,658	4,020,593
U. of Pittsburgh	36	2,472,489	65,862	20,094	2,182,612	4,221,082
U. of Iowa	37	2,494,680	82,103	30,633	3,141,842	3,602,773
State U. of New York, Buffalo	38	2,181,241	43,300	22,933	2,264,228	3,872,521
U. of Kansas	39	2,323,678	71,761	28,487	2,773,122	3,786,157
U. of California, San Diego	40	1,566,293	58,823	28,883	2,515,033	4,246,766
Arizona State U.	41	1,830,329	72,889	22,422	2,812,846	3,281,351
U. of Maryland	42	1,577,178	39,491	19,441	2,287,994	4,298,147
Johns Hopkins U.	43	2,393,572	44,531	18,097	2,175,457	3,647,874
U. of California, Santa Barbara	44	1,532,918	59,610	19,811	2,321,075	4,226,207
Louisiana State U.	45	2,017,365	63,182	22,172	3,309,250	3,091,030
Boston U.	46	1,449,992	54,028	25,416	2,148,524	3,098,501
Massachusetts Inst. of Technology	47	1,906,374	37,201	20,382	1,692,225	3,885,102
Syracuse U.	48	2,065,873	55,864	21,232	1,809,504	3,127,613
U. of Kentucky	49	1,694,632	40,544	35,050	2,300,841	3,301,072
McGill U.	50	2,188,662	61,977	14,419	1,852,889	5,584,632
U. of Cincinnati	51	1,371,023	40,265	18,445	2,256,060	4,108,150
U. of Missouri	52	2,160,287	43,131	19,207	2,041,097	2,612,137
Virginia Polytechnic Institute and St. U.	53	1,391,736	56,757	21,336	$1,964,000	$2,488,700
U. of Hawaii	54	1,914,846	62,033	33,889	2,104,712	3,775,501
Texas A&M U.	55	1,418,345	53,422	16,886	2,077,193	2,957,942
Washington U. (Mo.)	56	1,953,047	35,174	15,210	1,914,895	2,860,639
Georgetown U.	57	1,407,270	61,191	18,367	2,022,798	3,404,949
U. of Houston	58	1,360,084	48,910	16,375	2,103,484	2,768,281
U. of Miami	59	1,444,582	33,285	18,263	1,927,882	2,966,597
Southern Illinois U.	60	1,756,367	40,154	19,709	1,763,527	3,573,302
U. of South Carolina	61	2,003,347	53,362	16,561	1,555,760	2,508,741
U. of Western Ontario	62	1,447,373	43,865	18,891	2,246,251	4,200,276
Emory U.	63	1,789,395	53,204	17,032	2,114,835	2,710,582
Brigham Young U.	64	1,625,278	51,178	16,318	n/a	n/a
U. of Oklahoma	65	1,981,440	77,444	16,823	1,927,508	2,741,011
U. of Connecticut	66	1,801,211	54,265	16,969	1,837,211	3,260,193
York U.	67	1,436,146	56,231	19,883	1,630,988	3,377,268
Washington St. U.	68	1,346,609	42,109	31,675	2,092,692	2,592,421
U. of Colorado	69	1,972,172	44,473	20,366	1,839,710	3,062,593
Purdue U.	70	1,538,062	34,964	16,846	1,774,764	3,136,412
Iowa State U.	71	1,498,279	50,929	20,098	2,192,378	2,828,877
U. of Rochester	72	1,925,138	53,463	9,894	1,807,481	2,843,403
Brown U.	73	1,847,736	42,754	14,579	1,716,489	2,688,839
U. of California, Irvine	74	1,068,363	44,845	15,301	2,375,238	3,169,348
Wayne State U.	75	1,941,348	37,141	14,448	1,579,326	3,214,336
Vanderbilt U.	76	1,517,038	38,548	15,941	1,678,232	2,666,957
Temple U.	77	1,742,595	44,785	14,881	1,478,626	3,290,547
State U. of New York, Stony Brook	78	1,374,100	52,822	18,463	1,929,767	2,605,288
U. of Utah	79	2,045,797	30,135	14,299	1,691,511	2,682,992
U. of Tennessee	80	1,448,738	27,396	24,915	1,592,719	2,622,297
U. of Nebraska	81	1,523,130	50,320	18,535	1,712,881	2,175,040
Tulane U.	82	1,478,003	50,637	14,155	2,168,437	2,218,441
U. of Manitoba	83	1,293,852	42,775	10,795	1,687,732	3,732,654
Georgia Inst. of Technology	84	1,661,559	92,853	24,754	1,290,196	1,617,316
North Carolina St U.	85	1,092,724	44,744	16,616	1,990,418	2,373,316
U. of Massachusetts	86	1,938,833	68,784	13,247	1,702,717	3,219,864
Florida State U.	87	1,448,753	35,140	15,935	1,723,455	2,116,975
McMaster U.	88	1,273,954	40,234	13,424	2,153,238	2,851,837
U. of Delaware	89	1,554,082	59,047	16,974	2,085,967	1,842,834
Queen's U.	90	1,495,596	46,537	13,941	1,720,700	2,884,191
U. of Oregon	91	1,586,877	46,537	17,011	2,034,426	2,437,193
Dartmouth C.	92	1,516,998	41,344	18,592	1,578,641	2,083,648
U. of Notre Dame	93	1,543,952	44,700	11,203	1,452,296	2,161,511
State U. of New York, Albany	94	1,062,495	34,552	15,660	1,555,223	2,276,725
U. of New Mexico	95	1,126,047	39,518	9,317	1,430,885	2,488,563
U. of California, Riverside	96	1,121,512	46,389	14,228	1,596,356	2,442,049
U. of Alabama	97	1,511,340	38,205	12,976	1,888,852	1,640,703
U. of Saskatchewan	98	1,124,670	41,324	9,377	1,721,078	2,818,865
Colorado State U.	99	1,356,950	41,430	15,549	1,213,803	2,245,844
Oklahoma State U.	100	1,346,878	39,146	14,503	1,515,737	1,699,334
U. of Guelph	101	1,408,433	67,683	9,345	1,455,354	2,500,092
Kent State U.	102	1,484,183	46,726	8,718	850,914	2,252,272
Case Western Reserve U.	103	1,432,425	21,756	13,461	1,242,712	2,259,056
Rice U.	104	1,146,577	36,780	10,862	1,509,483	1,685,340

† Libraries are not supposed to report figures for their branch campuses.

‡ Based on an index developed by the Association of Research Libraries for quantitative comparisons. The index takes into account volumes held, gross number of volumes added, microforms held, current serials received, expenditures for library materials, binding, salaries and wages, other operating costs; and number of professional and nonprofessional staff members.

* Figures for Canadian libraries are expressed in U.S. dollars.

n/a Data not available

SOURCE: ASSOCIATION OF RESEARCH LIBRARIES

Library Group Suggests Members Be Wary of Signing Pact on Photocopying

By PAUL DESRUISSEAUX

The American Library Association has told its members to be cautious about signing an agreement proposed by a publisher regarding the photocopying of journal articles.

The A.L.A., which has 40,000 individual and institutional members, said in a prepared statement that an agreement proposed by Springer-Verlag New York, Inc., overstated the limits on photocopying for academic purposes "and seriously threatens to chill the exercise of fair use rights by librarians."

In March, Springer-Verlag, publisher of a number of scientific and technical journals, including *Astronomy & Astrophysics* and *Journal of Computational Mathematics*, notified librarians at colleges and universities that it would, in effect, issue them licenses without charge to make up to six copies of portions of Springer-Verlag publications to be used in library reserve rooms, if the librarians would agree to sign the "reserve permission letter" proposed by the publisher. The letter described restrictions that the librarians would be expected to put on the use of the photocopied material.

Failure to sign the agreement, the publisher stated, would mean that no reproduction or copying of materials under Springer-Verlag's copyright would be permitted. The only exceptions would be cases where special arrangements were made through the Copyright Clearance Center, a nonprofit organization that provides "after the fact" authorization to copy certain materials in return for royalty fees.

In a letter to Springer-Verlag, Robert Wedgeworth, executive director of the A.L.A., said the publisher's proposal "seriously misstates" the law concerning photocopying under the Copyright Act of 1976.

Mr. Wedgeworth said the publisher's contention that its material could not be photocopied unless the agreement was signed failed to acknowledge that "fair use" copying, as described in Section 107 of the copyright act, is not an infringement of copyright.

"Copying for purposes such as criticism, comment, teaching, scholarship and research—all activities commonly undertaken in the university setting—is clearly fair use," wrote Mr. Wedgeworth. "In ignoring the clear language and intent of the statute, your mailing does a disservice to our profession and to the goals of higher education."

In his letter, Mr. Wedgeworth said that evidence indicates that librarians pay "conscientious attention" to copyright matters. "In light of the statutory privilege of fair use—an important right for all of us to protect—acquiescence with the demands of your letter is unnecessary," he told the publisher.

Alvin Abbott, vice-president of Springer-Verlag, said last week that his company disagreed with the A.L.A.'s interpretation of Section 107.

"When photocopied material is put into reserve-room use it is 'systematic' copying and not 'fair use' copying," he said.

Making copies for teaching purposes—including multiple copies for classroom use—is identified as a "fair use" of copyrighted material in Section 107 of the copyright act.

According to Eileen Cooke, director of the Washington office of the A.L.A., college and university professors often put material—particularly journal articles—on reserve in the library rather than having copies made for every student in a class. Reserve-room librarians, in turn, often make a limited number of photocopies of the original article to help meet the demand for use by students.

Under the A.L.A.'s "model policy" concerning photocopying for classroom and library-reserve use, "making multiple photocopies of materials for reserve room use can indeed be fair use," said Ms. Cooke.

"It depends on the amount of material being copied in relation to the total amount assigned in the course, the number of students enrolled and the difficulty and timing of assignments, and whether the library's photocopying affects the market for the underlying work," she said.

However, Mr. Abbott of Springer-Verlag said, "Reserve-room use is not classroom use."

In his reply to Mr. Wedgeworth, Mr. Abbott said that a number of librarians had approached his company requesting blanket permission to make multiple copies of Springer-Verlag publications for reserve-room use.

The proposed agreement, he said, "was an attempt to respond to the stated needs of librarians and decrease the need for continued correspondence."

"We thought it unfair," he added, "for other such librarians not to have the identical information on those terms; thus the mailing."

Mr. Wedgeworth said the A.L.A. was still advising its members to consult with their legal advisers before entering into a written agreement with Springer-Verlag.

Vote Dramatizes AAUP Split

Continued from Page 1

ematics at Fairleigh Dickinson University—are generally regarded by the membership as well qualified for the position.

The conflict stems instead from decade-old differences over the appropriate governance structure for the 70-year-old organization. In many ways, it pits faculty members who belong to A.A.U.P. chapters that engage in union activities against those who do not.

A move this year by members of the Collective Bargaining Congress, which includes the chapters that function as unions, to field a slate of candidates to challenge the A.A.U.P. nominating committee's choices for three of the association's four top offices has triggered a public airing of differences.

Congress members decided to run their own candidates when the nominating committee included only three members from bargaining chapters among its eight nominations.

Revising the final slate for the membership involved some controversial jockeying. Mr. Falley, a vice-presidential nominee, became the congress's presidential candidate. Several nominees withdrew, including a presidential candidate, Arval A. Morris, professor of law at the University of Washington, who said he did not want choices about the future of the A.A.U.P. to be "muddied by a three-way race for president."

An advertisement in the March-April issue of the A.A.U.P.'s magazine, *Academe*, placed by 50 members who quickly formed an *ad hoc* Committee for an Open AAUP, charged members of the congress's executive committee with "seeking to take control of the association."

Said the *ad hoc* committee, whose members include former and current officers, council members, and chairmen, "The A.A.U.P. is at the most critical juncture in its history."

The advertisement continued. "The division is between two conflicting models of governance: our present professional organization that cherishes openness, debate, and diversity; or a governing structure antithetical to these values."

The committee expressed concern that "the association may become dominated by a single group committed to a closed form of government rather than to its traditional diversity." The committee also chastised the bargaining congress for "acting as an organized political party."

Norman J. Kopmeyer, the chairman of the congress, published a response in that group's newsletter in which he called the advertisement "both novel and scurrilous" and expressed concern about the "stridency of its attack" on the congress.

Mr. Kopmeyer, who is an academic adviser at Wayne State University, pointed out that the *ad hoc* committee members did not acknowledge the fact that the congress's members account for more than two-thirds of the A.A.U.P.'s total membership but "that the C.B.C. is in the minority at all levels of the association governance."

"Of the 179 individual members who have appointments to the various committees of the association, no more than 20 per cent are from collective-bargaining chapters," said Mr. Kopmeyer.

The 1984 nominating committee also had a minority of union members, he pointed out.

"The C.B.C. wishes to open the committees of the A.A.U.P. to all association members," he said.

Mr. Kopmeyer called the "public attack" against the congress "unprecedented and groundless."

"For years the leadership of the C.B.C. has expressed its concern for a united A.A.U.P. open to all members," he said. "We recognize fully the history and traditions of the A.A.U.P. and we intend to work with all members to maintain them so that the association can continue to speak effectively for the profession."

The election ballots are scheduled to be counted June 7-8. The A.A.U.P. said results will be announced immediately. —BEVERLY T. WATKINS

Enrollment Declines at Public 2-Year Colleges, Rises Slightly at Private Institutions

Continued fom Page 1

1.8 million were enrolled full time and 3.1 million part time. The declines occurred in both groups.

Two-year-college administrators attribute the leveling off in enrollments in part to a change in the national economy, which has influenced enrollments in the past.

In the early 1980's, when the country was experiencing an economic recession and fewer jobs were available, community-college enrollments grew. New high-school graduates who could not find jobs continued their studies, while workers who were laid off came back for retraining. As the recession eased and jobs opened up, many students left college to go to work.

"The improved economy and the reduction in the unemployment rate have taken people off the community-college rolls and put them on the employment rolls," said Richard L. Alfred, an associate professor of higher education and director of the community-college program at the University of Michigan.

If the economy continues to improve, according to some educators, community-college enrollments will continue to drop in 1984-85.

California's two-year-college enrollments, which decreased 10 per cent following a $96-million cut in the colleges' budget, were responsible for a portion of the decrease in the overall figure this year and will probably have a similar impact on next year's national figures, as well.

The California colleges, which enroll one-quarter of the nation's two-year-college students, "got bopped around a lot last year. They suffered severe financial distress," said Arthur M. Cohen, director of the E.R.I.C. Clearinghouse on Junior Colleges at the University of California at Los Angeles.

He predicted that tuition, which will be imposed for the first time next fall, will result in further reductions in the number of students.

"The California scene will get a little worse with tuition in position. I would bet a good hat that community-college enrollments will continue to show a decline, at least next year," he said.

Comunity-college officials do not view the current decrease in students as a one-time occurrence. They point to a number of factors that are now working against a continuing increase in students—among them, fewer high-school graduates, increasing costs, and stiffer competition from proprietary schools, which offer similar programs.

The decreasing number of high-school students may have a greater impact on the community colleges than some educators, who often assume that all two-year-college students are about 30 years old, may realize, said Mr. Parnell. "We rely on recent high-school graduates. We are still going after them."

Michigan's Mr. Alfred called tuition "very critical" for enrollments.

"If the community colleges can continue to maintain a favorable tuition, they will hold their enrollments. If their prices creep closer to the tuition of four-year colleges, they will suffer enrollment curtailment."

Mr. Alfred said some students, particularly the recent high-school graduates, considered four-year better than two-year colleges.

"Students perceive programs in terms of market value," he said. "They perceive that technical skills are not enough for the job market. They see the value of liberal arts in job promotions. They think of a baccalaureate degree as more valuable with greater career benefits."

Because students "think the four-year colleges are better now at what the two-year colleges have always done," Mr. Alfred said, they will choose four-year institutions if the costs are comparable.

Increased Competition

Mr. Parnell indicated that proprietary schools and some private junior colleges, which are "looking and acting like proprietary schools," were providing increasing competition for public community colleges.

"Students can benefit quickly from the specific job-training programs these colleges offer," he said. "They can enroll in six weeks of secretarial training and get out, which they do in hard times."

"The community colleges are hurting now because they are not doing the job we are doing," said Mary B. Wine, director of professional relations for the Association of Independent Colleges and Schools, whose members are 579 business schools and junior and senior colleges. Enrollment in those institutions "has increased by 20 to 25 per cent in the last two years, to almost half a million students," she said.

"We train for the jobs that are out there," Ms. Wine said. "We can meet the demand immediately because we don't have to go through a board of trustees to get a program approved. And if a program doesn't work the first year, we can drop it and offer something else."

Mr. Alfred attributed the enrollment increases in the private junior colleges in part to more professional marketing practices.

"The private two-year colleges know how to market the total campus environment. They stress student services. They say you will be taken care of and nurtured. You will experience social, cultural, and academic growth," he said.

"The public colleges emphasize what their courses can do for your career."

The private-college approach "makes a distinct impression on high-school students, and adult learners are not rebuffed by it either," said Mr. Alfred.

Credit Enrollment in 2-Year Colleges

	1983-84 Enrollment	1-year change
Alabama	279,706	+ 29.2%
Alaska	16,492	+ 3.2%
Arizona	118,616	+ 1.6%
Arkansas	13,152	+ 0.1%
California	1,098,462	− 10.0%
Colorado	46,671	+ 2.3%
Connecticut	44,880	− 1.4%
Delaware	8,603	+ 0.2%
Florida	220,962	+ 0.7%
Georgia	45,832	+ 1.1%
Hawaii	23,199	− 4.4%
Idaho	11,433	− 1.9%
Illinois	378,393	− 4.5%
Indiana	33,892	+ 2.8%
Iowa	41,517	+ 4.3%
Kansas	46,141	+ 5.5%
Kentucky	27,483	+ 15.3%
Louisiana	14,268	+ 0.7%
Maine	9,560	+ 3.8%
Maryland	104,463	+ 3.9%
Massachusetts	86,594	− 5.8%
Michigan	223,200	− 0.1%
Minnesota	45,101	+ 1.9%
Mississippi	44,543	+ 7.5%
Missouri	63,021	+ 4.1%
Montana	4,563	+ 4.5%
Nebraska	23,193	− 2.9%
Nevada	21,569	− 3.0%
New Hampshire	6,707	+ 0.3%
New Jersey	118,626	+ 0.1%
New Mexico	22,355	+ 8.1%
New York	291,105	+ 1.6%
North Carolina	120,818	− 1.2%
North Dakota	8,117	+ 2.4%
Ohio	162,561	+ 1.7%
Oklahoma	57,728	+ 3.0%
Oregon	65,078	− 3.8%
Pennsylvania	114,962	+ 8.1%
Rhode Island	12,602	+ 3.7%
South Carolina	41,408	− 5.7%
South Dakota	1,245	− 1.3%
Tennessee	54,409	+ 0.9%
Texas	332,692	+ 3.6%
Utah	17,983	+ 4.5%
Vermont	5,489	+ 14.2%
Virginia	113,525	+ 4.4%
Washington	123,914	+ 0.6%
West Virginia	20,215	+ 2.2%
Wisconsin	93,895	+ 0.3%
Wyoming	13,646	+ 12.7%
Total	**4,947,975**	**− 0.5%**

SOURCE: AMERICAN ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES

Fourth Annual & Second International Conference On

CRITICAL THINKING and EDUCATIONAL REFORM

Center For Critical Thinking & Moral Critique,
Sonoma State University July 9-13, 1984

CRITICAL THINKING: AS THE FOUNDATION
OF LIBERAL EDUCATION: K-U

Henry Steele Commager

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Henry Steele Commager, The dean of American historians
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David Perkins, Specialist in Problem Solving Theory, Harvard School of Education
John Sabini and Maury Silver, Following up Milgram's Exp. on Unquestioning Obedience to Authority
Richard W. Paul, Director of the Center For Critical Thinking and Moral Critique
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Donald Lazere, Author, Journalist, Critic
Ralph Johnson & J. Anthony Blair, Editors of the journal of *Informal Logic*, U. of Windsor
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Ian Wright, Carol LeBar, Jerrold Combs, Specialists in Moral Reasoning Programs
Daniel Taylor, Senior Vice-President of the College Board
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Some Highlights

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- Staff Development
- The relationship between Cognitive & Affective
- Global Perspective
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Sonoma State University

'In' Box

A university's strength used to be measured by how much it expanded, says Ann E. Austin of Oklahoma State University. Today, she says, it must be measured in large part by the kind of workplace it is.

Ms. Austin, assistant professor of educational administration and higher education, and Zelda F. Gamson, professor of higher education at the University of Michigan, have written *Academic Workplace: New Demands, Heightened Tensions*, a 122-page "guide to the literature."

According to Ms. Austin, many researchers have studied the nature of work life in industry, but relatively few have delved into the nature of the academic work experience.

Particularly in times of potential retrenchment, she adds, administrators in higher education need to consider in their decision making what aspects of the academic workplace are most important to employees.

Exhaustively annotated, the publication discusses what shapes the work experiences of faculty members, administrators, and support-staff employees, and includes charts directing the reader to recent research on the subject.

In addition, it alerts scholars to gaps in that research, especially as it relates to the support staff, whose experiences "just haven't been looked at," Ms. Austin says.

To order a copy of the booklet, send $6.50 to Publications Department, Association for the Study of Higher Education, One Dupont Circle, Suite 630, Washington 20036; (202) 296-2597.

•

Something is wrong in a classroom in which a professor makes the following statements:

► "If a nurse wishes to know more, she can consult the text."

► "Janet Baines, the woman economist, is noted for several important theories."

► "You boys had better get your work in on time."

Within such remarks may be sexism, racism, and other offensive patterns of discrimination, according to *Removing Bias: Guidelines for Student-Faculty Communication*, a 61-page booklet published by the Speech Communication Association.

Designed to alert faculty members to such unconscious biases and help in their elimination, the booklet is structured informally. It offers examples of discrimination and then poses "tactics for change"—ways in which a subject or statement could have been handled more sensitively.

The publication also features a sample questionnaire to gauge student perceptions of a professor's classroom demeanor.

"It should be on every person's desk, along with a thesaurus and a dictionary," said Joan Loveridge-Sanbonmatsu, a professor of communications studies at the State University of New York at Oswego who is using the booklet in a course.

For a copy, send $7.50 to the S.C.A., 5105 Backlick Road, Suite E, Annandale, Va. 22003; (703) 750-0533.

Personal & Professional

'Bad Market' for Sociologists Prompts Effort to Train Them for Posts Outside Academe

By SCOTT HELLER

When Katherine Williams went to the printer last spring to have business cards made up, she was bombarded with choices: What kind of paper? What style of type? What color?

"I felt very strange," she says. "I had no idea that there were so many decisions involved. I never had a business card before."

What Ms. Williams came up with is simple and traditional, yet in some ways radical. It says:

Katherine Williams, Ph.D
SOCIOLOGIST

Ms. Williams, who directs a research project in the medical school at the State University of New York at Stony Brook, handed out her business cards at a recent workshop organized by the American Sociological Association. Before, she says, she would self-consciously hand out a card or two "and then make a joke." At the A.S.A. meeting, she spread them around.

"I really had to force myself to do it," she says. "But after seeing people on airplanes do it over and over, I have found that it really comes in handy."

Ms. Williams was in the right place to display her "networking" expertise. She was one of about 20 sociologists who had paid a small fee to attend a professional-development workshop in Washington on "The Ins and Outs of Contract Research."

Many of those attending wanted to leave academe and find other work. Ms. Williams herself was looking for full-time research work outside academe. Others simply wanted to enhance their skills and "marketability."

The two people who led the workshop were sociologists by trade, though they worked outside higher education.

The workshop and others like it held in the past year are part of a larger A.S.A. effort—to train sociologists for work other than academic research and teaching, and to identify and "embrace" those sociologists working outside academe.

According to Carla B. Howery, assistant executive officer of the 13,000-member group, the new emphasis "comes out of our recognition, on the black side, of a bad market for sociologists and, on the bright side, that sociologists can make a valuable contribution in other fields."

While its mission is to improve the teaching of sociology, the A.S.A.—spurred by a leveling membership, the development of separate associations for clinical and applied sociologists, and members' complaints—is branching out.

To stem the encroachment of other disciplines on sociologists' job opportunities, the association has begun to explore licensing and certification options for sociologists. This year, for the first time, it will

Continued on Page 23, Column 1

'It's Nice to Have That Income': 44 Pct. of Teachers Take Summer-School Jobs

By JEAN EVANGELAUF

"The bills go on for 12 months, and it's nice to have that summer income," said Leslie J. Coyne, director of the summer school at Indiana University at Bloomington.

"As a result of the financial crunch that faculty members are experiencing, there's more interest now in summer teaching than at any time in the past," said Jack K. Johnson, associate dean and summer-school director at Hamline University.

Their comments followed a finding, by a survey for *The Chronicle*, that 44 per cent of full-time faculty members in colleges and universities taught at least one summer-school course last year.

According to Mr. Coyne, who is also president of the Association of University Summer Sessions, most institutions, including his own, pay their summertime faculties a percentage of their regular academic-year earnings. However, he reported a trend toward capping summer salaries by paying a percentage, such as 10 per cent, but only up to a specific maximum.

"The point of that is to have funds to

Continued on Following Page

Supreme Court, in a 4-4 Vote, Affirms Due-Process Ruling

By ROBERT L. JACOBSON

WASHINGTON

A lawsuit that supporters of faculty rights feared might lead to a narrowing of constitutional due-process protections for nontenured teachers in public schools and public colleges has been decided by the Supreme Court without yielding new judicial guidance on the issues involved.

By vote of 4 to 4, but with no written opinion, the Court left standing a decision by the U.S. Court of Appeals for the Seventh Circuit that a high-school football coach and athletic director had been illegally dismissed by an Illinois school board after one year even though he had been promised at least two years of employment. After that, under state law, he would have been eligible for tenure.

Justice Thurgood Marshall, who has strongly supported due-process rights of public employees in other cases, did not participate in the latest decision after an illness prevented him from attending the presentation of oral arguments.

The Court of Appeals voted 2 to 1 last spring to uphold a lower court's judgment that the coach, Jesse A. Vail, had a "property interest" in his continued employment and that he had been denied due process. He was awarded $19,850.99 in damages to cover a year's salary and job-hunting expenses.

However, when the Supreme Court agreed to consider an appeal by the school board, faculty unions and other supporters of faculty rights warned that the Court might limit a long-standing doctrine under which probationary teachers have claimed that they must be given a hearing and a statement of reasons before they can be dismissed.

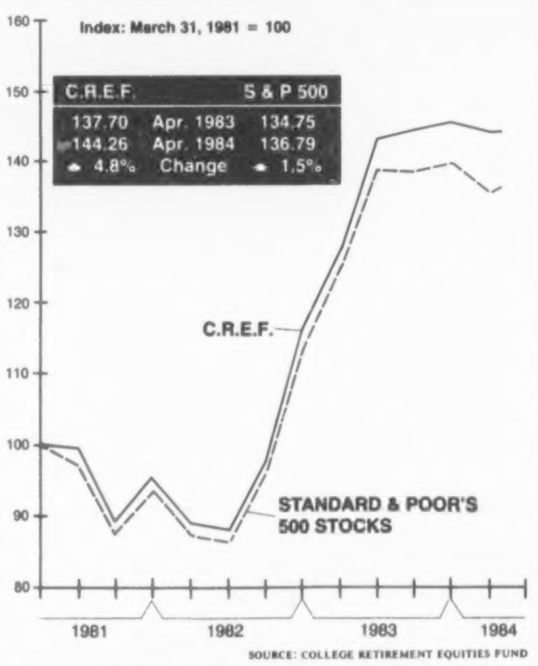
Role of Property Interest

The doctrine, known as *Roth-Sindermann* after two nontenured college teachers whose cases were decided by the Supreme Court nearly 12 years ago, means that such teachers are entitled to due process under the Fourteenth Amendment if they can show that a property interest is at stake—precisely the ground on which Mr. Vail succeeded in his suit.

What troubled faculty supporters, however, was a dissenting opinion by Circuit Judge Richard

Continued on Page 25, Column 1

Pension Money in the Stock Market



SOURCE: COLLEGE RETIREMENT EQUITIES FUND

Pension funds invested in common stocks by the College Retirement Equities Fund had a total investment return (changes in market value, plus dividends, less investment costs) of 4.8 per cent during the 12 months ending April 30. The value of one "accumulation unit" (share) for April was $65.34.

Summer Jobs

Continued from Preceding Page

make the summer program larger," Mr. Coyne explained.

"The broader and deeper your program, the better your ability to attract and retain students," he said. "That's important for the long-range viability of the summer session."

Those who taught in summer school last year earned an average of $3,546, the *Chronicle* survey found. That figure is 13 per cent of the average nine-month salary for the regular academic year. The survey results are based on responses of 2,100 full-time faculty members, including those with academic ranks and those without ranks.

The survey was prepared for *The Chronicle* by John Minter Associates, an education-research company in Boulder, Colo.

Two Types of Contracts

At Lehigh University, faculty members can get one of two types of summer contracts, said Norman H. Sam, director of the summer sessions.

If student interest in a course is high, or if the course is a prerequisite for another summer course or a requirement for a major, then a professor will receive a percentage of his or her academic-year salary. However, if the course is experimental, then a professor may be hired on a contingency basis.

"The faculty member guarantees that he will teach the course, even if enrollment is low," Mr. Sam said. "Lehigh promises to give that faculty member 100 per cent of the tuition income of that course, up to the amount he would have gotten if he had been paid on a percentage basis. That way, both the faculty member and the university assume the risk of offering a new course. The university assumes the up-front risk by paying for the administrative costs of the course."

At the University of Maryland's College Park campus, faculty members receive 3.3 per cent of their academic-year pay for each summer school credit they teach.

"There are some superstars who earn a lot during the regular year, and they can do very well in the summer," said Melvin Bernstein, administrative dean for summer programs at Maryland.

Hamline used to pay a percentage of salary, but now has a straight, across-the-board summer-school salary for everyone, regardless of rank. "It's easy to administer, and everyone seems happy with it," said Mr. Johnson.

Most Work at Own Colleges

Of those surveyed who reported summer-school earnings, about 90 per cent said they had worked for their own institutions.

Mr. Coyne said Indiana's priority in summertime hiring was to provide job opportunities for its own faculty members. Most of those who want to teach in the summer are able to, he said.

"There isn't as much movement of the faculty as there used to be," he added.

"We've lost that diversity we used to get in a summer program, with faculty members coming here from different institutions."

At Arkansas Technical University, about 85 per cent to 90 per cent of the faculty members will teach in one of the institution's two summer sessions this year, said Donald L. Johnson, dean of continuing education and graduate studies.

The teachers will get one-ninth of their academic-year salary for teaching two courses in one five-week session, he said.

"Although many would like to teach in both sessions, we don't have a large-enough enrollment for that," he said. "We seldom go outside of the university to hire summer faculty members. We want to provide an opportunity for summer employment."

At Hamline, most summer-school faculty members come from within the institution, and nearly all of those professors who want to teach in the summer are able to do so, according to Jack Johnson.

Job Shortage at Lehigh

At Lehigh, however, some faculty members who want summer teaching positions are unable to find them.

"In business and economics, every faculty member who wants to teach gets a job," said Mr. Sam. "In those areas we often have to look off-campus because we're short of faculty ourselves. In most of the arts and sciences, though, there aren't enough jobs, and the departments have offered those jobs on a rotating basis. My office has discouraged the departments from giving senior faculty members preference, and most of them have complied.

"Younger faculty members often resist summer teaching so that they can have the time to write and publish and work toward tenure," Mr. Sam continued. "The younger people might have two wage earners in the family, while the older faculty members often have only one. So the older people might need the money more."

"We have a good mix of senior and junior faculty members teaching in the summer," said Mr. Bernstein of Maryland.

"There was a time when there tended to be more junior faculty, but the job market has tightened up, so we now have more senior faculty teaching in the summer."

CHRONICLE SURVEY

Faculty Members' Summer-School Earnings, 1983

By discipline group and type of institution†

	Per cent reporting earnings	Average amount of earnings	Average per cent of base salary ‡
Arts, fine and applied			
Public			
Doctoral institutions	60%	$5,187	18%
Comprehensive institutions*	48%	3,068	10%
2-year institutions	25%	2,036	8%
Private			
Doctoral institutions	—	—	—
Comprehensive institutions*	55%	2,038	9%
Liberal-arts institutions	16%	1,592	8%
Business and economics			
Public			
Doctoral institutions	59%	$5,766	16%
Comprehensive institutions*	73%	4,315	15%
2-year institutions	51%	3,104	12%
Private			
Doctoral institutions	73%	5,538	19%
Comprehensive institutions*	55%	4,590	16%
Liberal-arts institutions	40%	3,803	18%
Engineering (a)			
Public			
Doctoral institutions	29%	$5,598	14%
Comprehensive institutions*	27%	6,265	18%
2-year institutions	31%	4,209	16%
Private			
Doctoral institutions	38%	5,632	13%
Comprehensive institutions*	64%	3,711	12%
Liberal-arts institutions	—	—	—
Humanities (b)			
Public			
Doctoral institutions	50%	$3,819	13%
Comprehensive institutions*	53%	3,402	12%
2-year institutions	42%	2,639	10%
Private			
Doctoral institutions	21%	4,430	15%
Comprehensive institutions*	44%	2,643	10%
Liberal-arts institutions	37%	2,222	10%
Physical education			
Public			
Doctoral institutions	60%	$3,140	12%
Comprehensive institutions*	56%	3,020	11%
2-year institutions	57%	4,963	16%
Private			
Doctoral institutions	25%	5,000	19%
Comprehensive institutions*	41%	2,863	13%
Liberal-arts institutions	46%	1,278	6%
Science and mathematics			
Public			
Doctoral institutions	33%	$4,657	14%
Comprehensive institutions*	48%	4,008	13%
2-year institutions	58%	2,837	11%
Private			
Doctoral institutions	17%	4,175	12%
Comprehensive institutions*	59%	2,808	11%
Liberal-arts institutions	44%	1,772	8%
Social sciences			
Public			
Doctoral institutions	48%	$4,610	15%
Comprehensive institutions*	64%	3,744	14%
2-year institutions	57%	3,245	13%
Private			
Doctoral institutions	55%	4,659	15%
Comprehensive institutions*	72%	2,850	11%
Liberal-arts institutions	41%	1,865	8%
Vocational education (c)			
Public			
Doctoral institutions	42%	$4,193	14%
Comprehensive institutions*	55%	2,977	12%
2-year institutions	30%	2,592	10%
Private			
Doctoral institutions	47%	6,029	18%
Comprehensive institutions*	44%	1,622	7%
Liberal-arts institutions	14%	1,200	6%

† Includes full, associate, and assistant professors, instructors, and faculty members without academic rank.

‡ Base salary does not include fringe benefits or the value of contributed services.

* Institutions with more than 1,500 students, a liberal-arts program, and at least one professional program.

(a) Includes computer science.

(b) Includes language, literature, and communications.

(c) Includes home economics, health, and nursing.

— Insufficient data.

By discipline group and rank

	Per cent reporting earnings	Average amount of earnings	Average per cent of base salary ‡
Arts, fine and applied			
Professor	47%	$2,969	10%
Associate professor	52%	3,837	15%
Assistant professor	30%	1,541	7%
Business and economics			
Professor	52%	$5,613	16%
Associate professor	70%	4,913	17%
Assistant professor	60%	3,959	16%
Engineering (a)			
Professor	40%	$5,494	14%
Associate professor	33%	4,638	14%
Assistant professor	29%	5,029	18%
Humanities (b)			
Professor	46%	$3,544	11%
Associate professor	44%	2,724	11%
Assistant professor	46%	2,701	13%
Physical education			
Professor	53%	$3,296	11%
Associate professor	54%	3,896	16%
Assistant professor	46%	2,522	11%
Sciences and mathematics			
Professor	45%	$3,526	11%
Associate professor	54%	3,343	13%
Assistant professor	34%	2,592	12%
Social sciences			
Professor	47%	$4,318	13%
Associate professor	64%	3,776	15%
Assistant professor	61%	2,138	10%
Vocational education (c)			
Professor	41%	$2,935	9%
Associate professor	43%	4,852	16%
Assistant professor	46%	2,370	11%

By type of institution and rank

	Per cent reporting earnings	Average amount of earnings	Average per cent of base salary ‡
Public and private doctoral institutions			
Professor	39%	$5,312	14%
Associate professor	55%	5,022	17%
Assistant professor	42%	3,282	13%
Public and private comprehensive institutions*			
Professor	55%	$3,751	12%
Associate professor	57%	3,551	14%
Assistant professor	51%	2,788	12%
Public and private liberal-arts institutions			
Professor	36%	$2,182	8%
Associate professor	47%	1,907	9%
Assistant professor	36%	1,832	9%
Public 2-year institutions			
Professor	51%	$3,717	12%
Associate professor	51%	4,530	16%
Assistant professor	47%	2,533	11%
All institutions			
Professor	46%	$4,064	12%
Associate professor	54%	3,844	15%
Assistant professor	46%	2,697	12%
All ranks †	**44%**	**$3,546**	**13%**

Note: Survey data are based on responses of 2,100 faculty members who offered courses in the fall of 1983. A sample was drawn from faculty lists that were revised on October 1, 1983. The final useable rate of response to the survey was approximately 16 per cent.
Data are weighted to represent faculty members at institutions of all types except law and medical schools, proprietary institutions, private two-year colleges, and colleges with fewer than 500 students. Data are also weighted according to discipline.
Technical inquiries about the survey should be addressed to John Minter Associates, P.O. Box 107, Boulder, Colo. 80306.

SOURCE: SURVEY FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES

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News Summary

Articles on inside pages

The Pentagon has dropped a proposal to restrict the publication of some unclassified research that it says could be useful to adversaries of the U.S. Story on Page 17.

A bill designed to make it clear that civil-rights laws apply to an entire educational institution if any part of it receives federal funds has been approved by two House committees. Story on Page 17.

Henry Rosovsky, dean of the faculty at Harvard University, is about to retire from what many consider to be the best academic job in America. Story on Page 15.

High-school students should be taught basic intellectual skills before anything else, a panel of the National Academy of Sciences said last week. Story on Page 16.

Many colleges provide their chief executives with only modest benefits and perquisites, according to a survey by two higher-education associations. Story on Page 21.

An appeals court has ruled that the N.C.A.A. did not violate antitrust laws by sponsoring women's intercollegiate athletic championships. Story on Page 27.

Scholarly study of the United States has gained academic and political acceptance in Mexico. Story on Page 29.

The National University of El Salvador has been reopened after a four-year occupation by National Guard troops. Story on Page 29.

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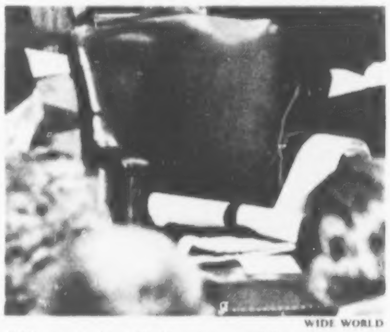
WESTERN APPEALS IGNORED

Outcry over the Sakharovs Underscores Deterioration of U.S.-Soviet Relations


WIDE WORLD

When Andrei Sakharov could not receive his honorary doctorate in person last week, the U. of Pennsylvania placed his diploma and a hood on an empty chair.

By RICHARD OWEN

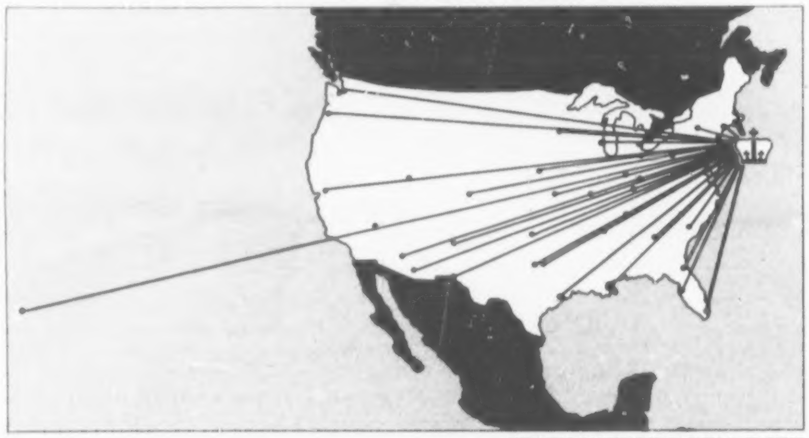
MOSCOW

The international outcry over the case of Andrei D. Sakharov, the dissident Soviet physicist and human-rights campaigner, has dramatized the rapid deterioration in the relationship between Russia and the United States.

Political, intellectual, and academic leaders in the West have appealed to the Soviet Union to allow Mr. Sakharov and Yelena Bonner, his wife, to leave this country for medical treatment. They have argued that should the physicist or his wife die as a result of their current hunger strikes, any prospect for a restoration of

Continued on Page 31, Column 1

COLUMBIA SEEKS TV CHANNELS IN 43 CITIES


CHRONICLE ILLUSTRATION BY PETER H. STAFFORD

Columbia U.'s proposed network (above) is one of several universities' plans for educational-TV permits. Critics call them a "great channel grab." See Page 12.

As Use of Computers Sweeps Campuses, Colleges Vie for 'Czars' to Manage Them

By JUDITH AXLER TURNER

There is room at the top in academe for candidates who:

► Have a thorough knowledge of computing and communications systems.

► Have had at least five years of management experience in a college or university.

► Have a Ph.D. in engineering, science, mathematics, management-information systems, or comparable disciplines.

► Have had significant experience conducting or supporting academic research at a research university.

► Are willing to step into a position that is powerful, important—and sometimes ambiguous.

The positions carry such titles as vice-provost for computing or vice-president for computer systems and policy, indicating broad responsibilities and good pay.

Whatever the official title, the job is what one university search committee calls the "computer czar"—the person responsible for making and carrying out computing policy.

At the moment, fewer than 20 colleges have such administrators. But another dozen are seeking to fill newly created slots, and the need is growing. "Within a couple of years, there will be 100 positions

Continued on Page 14, Column 1

Court Reaffirms TIAA Must Pay Equal Pensions

Ruling will be appealed; affects post-1980 retirees

By CHERYL M. FIELDS

A federal appeals court last week ruled for the second time that the Teachers Insurance and Annuity Association and the College Retirement Equities Fund must begin paying equal retirement benefits to all men and women who retired after May 1, 1980.

The U.S. Court of Appeals for the Second Circuit said that the benefits paid under retirement plans offered by T.I.A.A. and C.R.E.F. could be adjusted without substantially harming men's retirement benefits or creating additional financial burdens for the companies or college and university employers.

T.I.A.A.-C.R.E.F. officials said last week that the companies would appeal the Second Circuit's ruling to the Supreme Court.

In a landmark ruling last July in an Arizona state retirement case, the Supreme Court ordered that equal benefits be paid to male and female retirees based on all pension contributions made after last August 1.

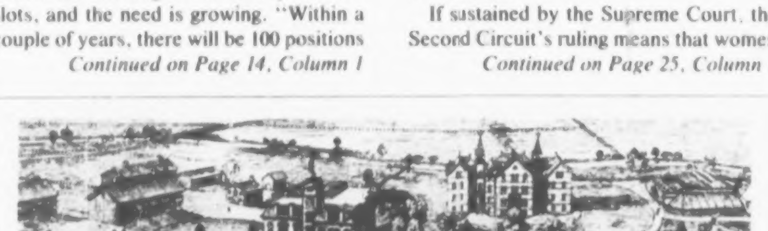
Because of fears about the financial impact on pension companies and employers of having to equalize benefits, the Supreme Court ruled in the Arizona lawsuit, known as the *Norris* case, that benefits based on contributions made before August 1 could be calculated according to the terms of existing pension plans.

The Second Circuit, however, in reinstating a decision it originally handed down in September, 1982, said the T.I.A.A.-C.R.E.F. plans differed significantly from the Arizona pension plan at issue in the *Norris* case.

If sustained by the Supreme Court, the Second Circuit's ruling means that women

Continued on Page 25, Column 1

- **The text** of last week's court decision on faculty pensions begins on Page 25.
- **College officials** complain T.I.A.A.-C.R.E.F. is unresponsive to demands for greater flexibility. Story on Page 21.



The Planning of America's Campuses

The park-like designs of many land-grant colleges, such as Michigan State Agricultural College (shown here as it appeared in the 1870's), reflect their democratic ideals. A story on the history of campus planning begins on Page 5.

'In' Box

When a federal court of appeals ruled last year that, for tax purposes, the principal place of business of several New York musicians was their home practice areas rather than their employer's headquarters, the court related the story of a "musician who, when asked the best way to get to Carnegie Hall, replied, 'Practice! Practice!' "

Now David J. Weissman, associate professor of philosophy at City College of the City University of New York, is using a similar argument before the same court to support his claim for a home-office tax deduction. Citing the musicians' case, he says he "got to C.U.N.Y. as an associate professor . . . because of 'Research! Research!' "

•

Mr. Weissman's appeal, before the U.S. Court of Appeals for the Second Circuit, challenges a ruling by the Internal Revenue Service—and upheld by the U.S. Tax Court—that he was not entitled to the deduction even though he spent more time at home than in the classroom, engaged in scholarly activities required by his employer.

As a college professor, he maintains, he is "primarily a researcher and writer," and for various reasons, including the absence of a safe and adequate office at the college, his home became the "focal point" of his work.

"The campus office was appropriate at best for class preparation and student guidance, but in no way suitable for scholarly research and writing," Mr. Weissman says.

Oral arguments in his appeal—which is being supported by the Professional Staff Congress, a 14,000-member union—are expected to be heard sometime in June.

•

Make it brief, make it focused, and don't make mistakes. That, in short, is advice on résumé writing, courtesy of Debra J. McCarthy, director of the Higher Education Administration Referral Service, a non-profit service that helps match individuals with administrative positions in higher education.

HEARS also offers a critique service providing more specific evaluations of individual résumés. Explained Ms. McCarthy: "We are trying to prevent very qualified people from being eliminated from a job search because they don't know how to write a résumé."

For $10, a HEARS registrant who seeks a job will receive a written evaluation of his or her résumé's content and appearance, with suggestions for improvement based on a sensitivity to the higher-education market. The critique will be mailed to the registrant within five days.

While getting a job used to depend more on the "old-boy network," Ms. McCarthy noted, résumés are now a crucial tool. "We constantly talk to our member institutions and people on search committees to determine what they like to see," she said.

For details, write to HEARS, Box C, Suite 510, One Dupont Circle, Washington 20036; (202) 857-0710.

Personal & Professional

Presidents' Pay Found Linked to College Size, but Their Benefits Fall Short in Many Cases

Hundreds of chief executives are receiving relatively modest perquisites, survey shows

By ROBERT L. JACOBSON

WASHINGTON

As a rule, the larger a college or university is, the more it rewards its chief executive officer in salary and benefits, according to a survey sponsored by two national organizations in higher education.

But the survey, described as the first of its kind in academe, also found that many institutions provide relatively few of the extras that might make a difference in attracting top candidates.

To be sure, most colleges and universities offer such fringe benefits as contributions to a retirement plan, at least partial reimbursement for moving expenses, and provision of a residence and other housing assistance for their presidents or chancellors. A closer analysis of survey responses from 1,328 chief executives shows, however, that hundreds of them enjoy only modest benefits and perquisites.

For example, while 91 per cent of the institutions make payments toward their presidents' retirement plans, more than one-third contribute less than 7 per cent of the officials' salaries.

Similarly, about three-fourths of the institutions reimburse their executives for out-of-pocket travel and entertainment expenses, but only 10 per cent provide unrestricted expense accounts and only 19 per cent reimburse executives for the related expenses of their spouses. Forty-three per cent of the institutions make no provision for the executive's membership in professional associations or societies.

Stephen S. Miller, executive director of the College and University Personnel Association, one of the survey's two sponsors, said the results supported the view that college and university presidents are inadequately compensated for what they do and in relation to chief executives in private industry.

He pointed to findings that 54 per cent of the college chiefs have been in their positions for five years or less. That means "a lot of burnout," he said.

Mr. Miller and Robert L. Gale, president of the Association of Governing Boards of Universities and Colleges, the other sponsor, wrote in an introduction to a report of the survey that they expected it to result in a significant increase in higher education's "ability to attract and retain competent leadership talent."

Tables on the compensation and benefits of chief executive officers in colleges and universities appear on the following page.

Prepared by Sibson & Company, a management consulting firm, the report lets users compare compensation and benefit packages at institutions with similar scope, operating budgets, and enrollments.

Among public two-year colleges, for instance, it shows that average salaries of chief executives range from $49,500 at institutions with budgets under $5-million to $67,900 where budgets are $50-million or more. At public universities, meanwhile, the salaries range from $58,700 where budgets are under $10-million to $83,500 where they are at least $100-million. Some of the other results:

► Chief executives' vacations range from two weeks to six weeks a year, with four weeks being the most common.

► Half the institutions allow their presidents and chancellors paid leaves of absence for personal or medical reasons, but only 15 per cent grant them paid leaves for extended study or public appointments.

► One-fourth of the executives do not have contracts. Fifty-five per cent receive formal reviews of their performance, most commonly on an annual basis.

► Supplemental life insurance is provided to 61 per cent of the executives and long-term disability insurance is provided to 44 per cent.

Mr. Miller said free copies of the report, *1984 Compensation & Benefits Survey of College & University Chief Executive Officers*, would be mailed in the first week of June to officials who participated in the study. Additional copies will cost their institutions $25, he said, while the price for others will be $75. Copies may be ordered from the College and University Personnel Association, 11 Dupont Circle, Suite 120, Washington 20036.

The survey was supported by a $49,000 grant from the Ford Foundation. Mr. Miller said proceeds from the sale of the report would be used for future surveys, which he said he hoped could be carried out at least once every three years.

TIAA Described as Inflexible on 'Old Money' Options

After several meetings with officials of the Teachers Insurance and Annuity Association and the College Retirement Equities Fund over the past six months, a special committee of college and university business officers has ended up dissatisfied with the companies' response to demands for greater flexibility in their retirement plans, the panel's chairman said last week.

The chairman, Raymond M. Krehel, vice-president for business and finance at Colgate University, charged in a telephone interview that officials of T.I.A.A. and C.R.E.F.—despite a willingness to listen to the committee's concerns—apparently had no intention of offering participants greater options to transfer or "cash out" funds previously invested in the two annuity programs.

"What I have discovered is the inflexibility within T.I.A.A.-C.R.E.F. to discuss some of the needs that are being asked about," Mr. Krehel said. His comments contrasted with previous remarks in which he had characterized recent actions by the companies as productive and "moving in the right direction."

Mr. Krehel also complained that while the companies were "planning some changes for new money [contributed to participants' accounts], those changes are developing very slowly." He noted that a proposed money-market option was not expected to be offered before 1986 and that a newly planned "cashable group annuity," scheduled to be available later this year, was being introduced "without enthusiasm" from the companies.

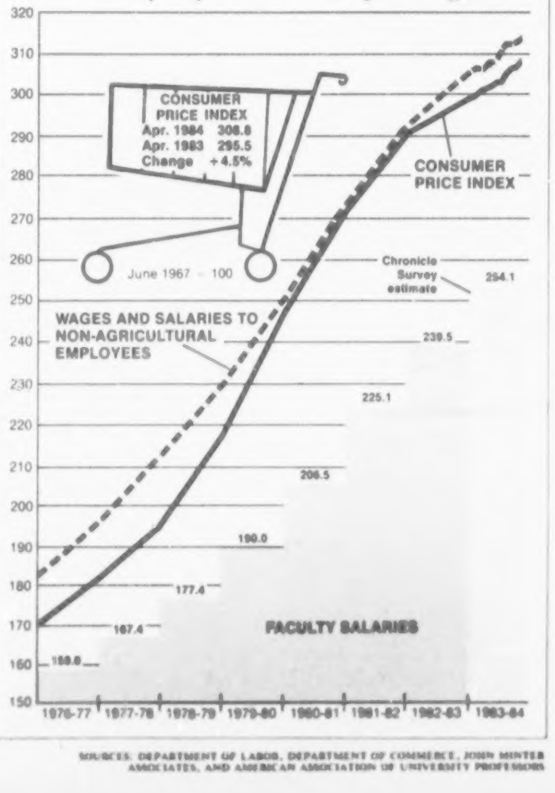
The committee chairman said he had been particularly discouraged to learn, after "lots of contact" with T.I.A.A.-C.R.E.F. officials, that they were giving "no consideration" to proposed new options for previously invested funds.

"They've said they're not going to do anything for the old money," Mr. Krehel said, adding, "They're not willing to study it, either."

"I think that's wrong," he continued, "because the people who

Continued on Page 23, Column 1

Faculty Pay and the Cost of Living



SOURCES: DEPARTMENT OF LABOR, DEPARTMENT OF COMMERCE, JOHN MINTER ASSOCIATES, AND AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

FACT-FILE

Benefits and Compensation of College Presidents, 1983-84

	All institutions*	2-year colleges	4-year colleges	Universities
Number of institutions	**1,328**	**438**	**506**	**263**
Years as chief executive				
1 year or less	18%	17%	21%	13%
2-5 years	36%	37%	32%	41%
6-10 years	26%	23%	28%	25%
11-15 years	13%	12%	13%	16%
16 years or more	7%	11%	6%	5%
Age of chief executive				
Under 35	1%	†	1%	0.0%
35-39	3%	3%	4%	1%
40-44	13%	16%	14%	6%
45-49	21%	23%	20%	20%
50-54	26%	25%	27%	29%
55-59	20%	21%	18%	23%
60 or over	16%	12%	16%	21%
Where chief executive worked before being appointed				
In same institution or system	31%	33%	26%	33%
Outside institution or system	69%	67%	74%	67%
Prevalence of women and minority groups				
Woman	8%	6%	14%	3%
Member of minority group	6%	6%	8%	7%
Prevalence of contracts	**75%**	**84%**	**73%**	**63%**
Provisions for housing				
Residence provided	53%	20%	73%	76%
Additional housing assistance				
Maintenance	30%	11%	40%	47%
Utilities	29%	10%	40%	44%
Household staff	24%	5%	31%	46%
Remodeling allowance	17%	7%	22%	29%
Other housing assistance (where residence not provided)				
Home-purchase allowance	13%	8%	21%	22%
Mortgage-interest subsidy	4%	2%	7%	7%
Property-tax allowance	2%	1%	3%	4%
Rental allowance	5%	3%	10%	7%
Relocation assistance (for those who moved)				
Household moving expenses:				
Paid in full	75%	59%	82%	81%
Paid in part	19%	29%	15%	17%
Travel expenses for family:				
Paid in full	37%	20%	42%	43%
Paid in part	13%	14%	13%	14%
Some provision for car	91%	89%	93%	95%
Personal car provided	58%	48%	69%	62%
Pool car				
Assigned to chief executive	18%	20%	15%	24%
Available as needed	5%	6%	3%	4%
Operating expenses				
Paid	41%	31%	50%	47%
Allowance provided	11%	16%	8%	7%
Option to purchase car	2%	2%	3%	1%
Driver provided as needed	9%	2%	11%	23%
Tuition assistance for children				
At own institution	51%	42%	65%	47%
Full tuition	41%	35%	55%	31%
50 per cent or more	8%	6%	9%	11%
Less than 50 per cent	2%	1%	1%	5%
At other institutions	18%	5%	31%	13%
Full tuition	6%	2%	11%	2%
50 per cent or more	4%	1%	4%	6%
Less than 50 per cent	3%	1%	5%	1%
Equivalent of benefit at own institution	5%	1%	11%	4%
Some provision for travel and entertainment expenses	**98%**	**98%**	**99%**	**98%**
Reimbursement	76%	72%	80%	78%
Separate travel allowance	24%	19%	29%	20%
Per-diem allowance	18%	25%	12%	25%
Unrestricted expense account	10%	5%	12%	13%
Reimbursement for spouse's expenses	19%	3%	30%	26%
Airline V.I.P. club	11%	2%	16%	15%
First-class air travel	10%	7%	10%	13%
Use of institution's plane	4%	1%	2%	12%
Some provision for local entertainment expenses	**86%**	**70%**	**96%**	**93%**
Reimbursement	61%	48%	68%	65%
Fixed allowance	29%	24%	34%	30%
Unrestricted expense account	11%	5%	13%	17%
Use of campus facilities	50%	23%	65%	69%
Use of institution staff	46%	18%	64%	61%
Some provision for assistance to spouse	**24%**	**5%**	**31%**	**44%**
Staff / facilities for entertaining	22%	5%	30%	40%
Secretarial staff as needed	7%	2%	7%	15%
Remuneration for full-time involvement at institution	1%	†	2%	2%
Some provision for membership in clubs and / or associations	**72%**	**59%**	**81%**	**74%**
Professional associations, societies	57%	53%	65%	48%
Luncheon club	23%	12%	28%	29%
Country club	19%	9%	25%	30%
Other private club	21%	5%	29%	36%
Health club	2%	1%	2%	1%
Retirement programs				
Institution's contribution to basic plan (percentage of salary)				
None	9%	11%	8%	7%
Some, but less than 5.0%	5%	6%	5%	1%
5.0%-6.9%	21%	19%	26%	18%
7.0%-8.9%	20%	26%	14%	21%
9.0%-10.9%	19%	16%	21%	22%
11.0%-12.9%	11%	10%	12%	12%
13.0%-14.9%	5%	6%	3%	5%
15.0% and above	10%	6%	11%	14%
Contributions required of chief executive (percentage of salary)				
None	36%	29%	41%	30%
Some, but less than 5.0%	12%	10%	15%	11%
5.0%-6.9%	36%	33%	39%	43%
7.0%-8.9%	13%	26%	3%	14%
9.0% and above	3%	2%	2%	2%
Supplemental plan(s) provided by institution	50%	37%	56%	66%

* Total includes 18 medical schools and medical centers, 67 theological seminaries, and 36 other institutions

† Less than 1%

Average Salaries by Type of Institution, Budget, and Enrollment

Universities

	Number of institutions	Average salary of chief executive
Public universities		
Operating budget:		
Less than $10,000,000	7	$58,700
$10,000,000–$24,900,000	29	66,100
$25,000,000–$49,900,000	42	65,400
$50,000,000–$99,900,000	32	72,600
$100,000,000 and over	29	83,500
Total	**139**	**$70,700**
Full-time-equivalent students:		
Fewer than 2,500	11	$61,900
2,500–4,999	19	70,600
5,000–7,499	33	66,000
7,500–12,499	39	70,800
12,500 and over	37	77,400
Total	**139**	**$70,700**
Independent universities		
Operating budgets:		
Less than $10,000,000	8	$60,200
$10,000,000–$24,900,000	11	81,300
$25,000,000–$49,900,000	14	86,300
$50,000,000–$99,900,000	4	92,900
$100,000,000 and over	11	$123,800
Total	**48**	**$90,000**
Full-time-equivalent students:		
Fewer than 1,000	5	$63,300
1,000–2,499	10	73,500
2,500–4,999	15	85,800
5,000–7,499	7	100,900
7,500–12,499	5	104,400
12,500 and over	6	125,200
Total	**48**	**$90,000**
Church-related universities		
Operating budget:		
Less than $25,000,000	16	$62,400
$25,000,000–$49,900,000	6	80,900
$50,000,000 and over	6	91,700
Total	**28**	**$72,700**
Full-time-equivalent students:		
Fewer than 2,500	7	$59,400
2,500–4,999	11	69,400
5,000 and over	10	85,800
Total	**28**	**$72,700**

4-Year Colleges

	Number of institutions	Average salary of chief executive
Public 4-year colleges		
Operating budget:		
Less than $5,000,000	5	$62,200
$5,000,000–$9,900,000	23	53,200
$10,000,000–$24,900,000	39	60,600
$25,000,000–$49,900,000	16	64,400
$50,000,000 and over	6	74,100
Total	**89**	**$59,800**
Full-time-equivalent students:		
Fewer than 1,000	4	$50,600
1,000–2,499	32	55,300
2,500–4,999	26	59,900
5,000–7,499	17	64,800
7,500 and over	10	69,200
Total	**89**	**$59,800**
Independent 4-year colleges		
Operating budget:		
Less than $5,000,000	48	$47,700
$5,000,000–$9,900,000	56	58,900
$10,000,000–24,900,000	61	71,300
$25,000,000 and over	22	86,500
Total	**187**	**$63,300**
Full-time-equivalent students:		
Fewer than 1,000	75	$53,400
1,000–2,499	97	67,200
2,500–4,999	11	84,100
5,000 and over	4	38,900
Total	**187**	**$63,300**
Church-related 4-year colleges		
Operating budget:		
Less than $5,000,000	55	$41,600
$5,000,000–$9,900,000	90	52,100
$10,000,000 and over	55	$63,700
Total	**200**	**$52,300**
Full-time-equivalent students:		
Fewer than 1,000	104	$45,900
1,000–2,499	84	58,500
2,500 and over	12	63,800
Total	**200**	**$52,300**

2-Year Colleges

	Number of institutions	Average salary of chief executive
Public 2-year colleges		
Operating budget:		
Less than $5,000,000	125	$49,500
$5,000,000–$9,900,000	106	53,600
$10,000,000–$24,900,000	95	60,000
$25,000,000–$49,900,000	25	65,600
$50,000,000 and over	6	67,900
Total	**357**	**$55,000**
Full-time-equivalent students:		
Fewer than 1,000	56	$47,300
1,000–2,499	131	51,900
2,500–4,999	89	57,400
5,000–7,499	31	59,000
7,500–12,499	30	64,400
12,500 and over	20	65,400
Total	**357**	**$55,000**
Independent 2-year colleges		
Operating budget:		
Less than $5,000,000	13	$47,300
$5,000,000 and over	6	53,900
Total	**19**	**$49,400**
Full-time-equivalent students:		
Fewer than 1,500	19	$49,400
Church-related 2-year colleges		
Operating budget:		
Less than $5,000,000	16	$37,700
Full-time-equivalent students:		
Fewer than 1,000	16	$37,700

SOURCE: ASSOCIATION OF GOVERNING BOARDS OF UNIVERSITIES AND COLLEGES AND COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION

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News Summary

Articles on inside pages

Mass extinctions caused by cataclysmic events on earth may have helped to determine the evolutionary fate of some species, a Harvard geologist says. Story on Page 5.

Charitable giving to education was 7.1 per cent higher in 1983 than in the previous year, according to a recent report. Story on Page 9.

The Judge Advocate General of the Army has written to several law schools warning that they could lose Defense Department funds if they bar Army recruiters from their campuses. Story on Page 13.

Choosing among the scores of computer workshops available to faculty members can be difficult. Story on Page 17.

"Making weight" may put wrestlers at a competitive advantage, but doctors and coaches are beginning to believe the practice could be dangerous. Story on Page 21.

Next week, Jerry Tarkanian, the controversial basketball coach at the University of Nevada at Las Vegas, goes to court to settle his seven-year-old dispute with the N.C.A.A. Story on Page 21.

The countries of the Common Market will meet in Brussels this month to look for ways to combat American domination of European culture. Story on Page 25.

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N.Y. Professors Called Managers in NLRB Ruling

Long-awaited decision a 'disaster,' unionists say

By BEVERLY T. WATKINS

In a long-awaited decision in a test case, a regional director of the National Labor Relations Board has found that faculty members at the Polytechnic Institute of New York are managerial employees within the meaning of the Supreme Court's Yeshiva University decision and therefore have no right to bargain collectively.

Academic unionists had hoped the case might lead to court rulings modifying the scope of the Yeshiva decision, which has had a devastating effect on faculty bargaining at private colleges since it was handed down more than four years ago.

"The decision is a disaster," said Robert C. Ackerberg, president of the Polytechnic union, a chapter of the American Association of University Professors. "Everyone is very disappointed. We presented a tremendous case. There is nothing you can think of that we didn't do."

The A.A.U.P. has decided not to appeal the decision to the full labor board in Washington, on the grounds that "the very anti-union attitude" of the current members virtually eliminates any chance that the ruling would be reversed.

Samuel M. Kaynard, the board's regional director in Brooklyn, N.Y., ruled in a 36-page decision that the faculty at the 130-year-old private institution "exercises virtually complete control in academic areas and has a significant impact on administration decisionmaking in areas beyond the strictly academic sphere." Accordingly, he said, the faculty members are essentially managers who may not bargain collectively under the National Labor Relations Act.

The decision effectively decertified the

Continued on Page 20, Column 4

SOLZHENITSYN HONORED AT HOLY CROSS

WIDE WORLD

Exiled Russian author Aleksandr I. Solzhenitsyn receives hood from President John E. Brooks of the College of the Holy Cross. For more views of 1984 commencements, see Pages 10 and 11.

Amid Frustrations, Scientists Find Battle for Human Rights Crucial

By PAUL DESRUISSEAUX

NEW YORK

Although the work is often frustrating and the lack of progress discouraging, American scientists involved in human-rights activities remain convinced that their efforts are crucial to improving the lot of their colleagues in foreign countries who are victims of persecution and repression.

At the annual meeting of the American Association for the Advancement of Science here, representatives of several scientific organizations reported that the efforts of concerned scientists in this country had helped to bring freedom to several persecuted academics abroad in the past year.

While acknowledging that their efforts had made little difference in many other cases, the scientists here agreed that even if only one of their foreign colleagues benefited, their efforts would have been worth it.

350 Cases Documented

The A.A.A.S. Clearinghouse on Science and Human Rights has documented the cases of 350 scientists in foreign countries who in recent years have been victims of human-rights violations and is monitoring 150 cases that it considers active.

The discussion here took place amid mounting international concern over the case of Andrei D. Sakharov, the dissident Soviet physicist and human-rights activist who began a hunger strike on May 2 to

Continued on Page 26, Column 1

Benefits of 'No Need' Scholarships Are Questioned by Researchers

By DONNA ENGELGAU

WASHINGTON

An increasing number of colleges and universities are offering merit scholarships to attract talented high-school students, but the practice has raised at least two major questions: Are the scholarships cost-effective, and do they encourage bidding wars among colleges?

Merit scholarships, which sometimes are called "no need" scholarships, were common on campuses during the 1960's. In recent years they have regained popularity at some public and private institutions as a way to offset the effects of rising tuition costs and a declining college-age population, said James E. Nelson, vice-president for regional offices of the College Board.

The College Board is conducting a national survey to determine whether merit scholarships influence a student's choice of institution. It sent out questionnaires in March to 2,000 academically talented high-school students, asking them to state the important factors in their decision to attend a particular institution.

This summer the students will be asked in telephone interviews whether the offer of a merit scholarship affected their decision to enroll at a particular institution. The results of the survey are expected to be released in the fall.

The reports of other recent studies sug-

Continued on Page 4, Column 1

Rules Drafted on Fuel for University Reactors

More than 20 university research reactors that use highly enriched uranium would have to be converted to lower-grade fuel within the next five to six years, under a rule drafted by the Nuclear Regulatory Commission. Story on Page 13.

FACT-FILE

Gifts to Education Rose 7.1 Pct. in 1983, Study Finds

NEW YORK

Education received a slightly smaller share of total charitable giving in the United States last year than in the year before—down from 14.2 per cent in 1982 to 13.9 per cent in 1983, according to the American Association of Fund-Raising Counsel.

The organization's annual report, *Giving USA*, estimates that total charitable giving in 1983 rose 8.1 per cent from the previous year to a total of $64.9-billion. At the same time, giving to colleges, universities, and other educational institutions and organizations rose 7.1 per cent to more than $9-billion.

Education's 7.1-per-cent increase compared with increases of more than 11 per cent in each of the two preceding years.

It was the third consecutive year in which the increase in total charitable giving exceeded the inflation rate. The government's Consumer Price Index rose 3.8 per cent in 1983.

By far the largest share of charitable giving goes to religious organizations. In 1983, they received more than $31-billion—47.8 per cent of all charitable giving. Hospitals and health organizations received 14.1 per cent of the total; social-welfare organizations, 10.7 per cent; arts and humanities, 6.3 per cent; civic and public organizations, 2.8 per cent; and other organizations, 4.4 per cent.

Colleges and universities received slightly less in contributions from their alumni in 1983 than in 1982, but gifts from other individuals increased by 8.4 per cent to a record total of $1.19-billion, the A.A.F.R.C. said. Giving by alumni amounted to an estimated $1.24-billion.

Contributions to higher education by business corporations rose 13.9 per cent, to $1.11-billion. Support from foundations rose 1.5 per cent, to $1.02-billion. Giving from religious organizations to higher education rose 17.7 per cent, to $206-million.

The A.A.F.R.C. report's data on giving to higher education are based primarily on the annual survey by the Council for Financial Aid to Education. (See *The Chronicle*, May 9.)

Copies of the 1984 edition of *Giving USA* are available for $25 each from the American Association of Fund-Raising Counsel, 25 West 43rd Street, Suite 1519, New York 10036.

55 Large Foundations Ranked by Grants Made in 1983

	1982 grants	1983 grants	1983 assets†
1. Ford Foundation	$ 97,835,000	$103,978,000	$ 3,437,000,000
2. Andrew W. Mellon Foundation	59,259,000*	60,287,000	1,111,554,000
3. Robert Wood Johnson Foundation	49,530,000	54,859,000	1,238,203,000
4. W. K. Kellogg Foundation	52,394,000	54,647,000	1,052,493,000
5. Pew Memorial Trust	57,798,000	45,618,000	1,096,948,000
6. Lilly Endowment	42,277,000	44,270,000	774,611,000
7. Rockefeller Foundation	39,546,000	36,802,000	1,119,364,000
8. Duke Endowment	36,716,000	36,783,000	497,933,000
9. Charles Stewart Mott Foundation	23,029,000	26,325,000	555,393,000
10. Rockefeller Brothers Fund	10,686,000	26,209,000	159,785,000
11. John D. and Catherine T. MacArthur Foundation	22,167,000	25,417,000	n/a
12. McKnight Foundation	28,396,000	25,061,000	425,911,000*
13. Kresge Foundation	32,294,000	24,720,000	792,087,000
14. Bush Foundation	13,696,000	18,776,000	259,925,000
15. Alfred P. Sloan Foundation	16,720,000	16,627,000	361,000,000
16. Moody Foundation	16,000,000*	16,000,000	361,000,000
17. Surdna Foundation	10,838,000	14,725,000	234,074,000
18. James Irvine Foundation	13,036,000	14,152,000	311,992,000
19. Richard King Mellon Foundation	23,030,000	14,077,000	482,890,000
20. Edna McConnell Clark Foundation	12,341,000	14,017,000	290,520,000
21. Danforth Foundation	3,384,000	13,050,000	149,534,000
22. Carnegie Corporation of New York	13,524,000	11,713,000	517,264,000
23. Gannett Foundation	9,880,000	11,512,000	330,971,000
24. William Penn Foundation	10,437,000	10,100,000	252,000,000
25. Sid W. Richardson Foundation	4,986,000	8,706,000	133,000,000
26. Commonwealth Fund	7,809,000	8,198,000	185,500,000
27. Henry Luce Foundation	4,400,000*	7,837,000	183,660,000
28. William R. Kenan, Jr., Charitable Trust	6,005,000	7,439,000	143,000,000
29. M. J. Murdock Charitable Trust	8,399,000	7,298,000	150,000,000*
30. Northwest Area Foundation	7,201,000	7,158,000	135,772,000
31. Sara Scaife Foundation	6,016,000	6,937,000	141,794,000*
32. William Randolph Hearst Foundations	7,748,000	6,742,000	236,000,000
33. Henry J. Kaiser Family Foundation	13,424,000	6,442,000	256,321,000
34. Vincent Astor Foundation	8,113,000	6,291,000	41,929,000
35. Callaway Foundation	4,580,000	6,201,000	96,171,000
36. Z. Smith Reynolds Foundation	7,645,000	6,052,000	103,581,000**
37. John Simon Guggenheim Memorial Foundation	5,419,000	5,959,000	104,999,000
38. Amon G. Carter Foundation	13,217,000	5,797,000	137,000,000*
39. Charles A. Dana Foundation	4,757,000	5,461,000	123,632,000
40. George Gund Foundation	5,487,000	5,310,000	114,768,000
41. Claude Worthington Benedum Foundation	5,464,000	5,077,000	105,241,000
42. John A. Hartford Foundation	9,697,000	5,039,000	156,188,000
43. Smith Richardson Foundation	4,910,000	4,836,000	108,688,000
44. Charles H. Revson Foundation	5,836,000	4,796,000	79,225,000
45. Howard Heinz Endowment	7,234,000	4,637,000	139,677,000*
46. El Pomar Foundation	3,844,000	4,631,000	105,000,000
47. William T. Grant Foundation	3,600,000	4,462,000	87,055,000
48. Mary Flagler Cary Charitable Trust	5,002,000	4,175,000	80,135,000
49. Charles Hayden Foundation	5,626,000	3,933,000	100,705,000
50. Spencer Foundation	5,427,000	3,750,000	122,940,000
51. John and Mary R. Markle Foundation	3,215,000	3,439,000	61,000,000
52. Research Corporation	2,337,000	2,508,000	55,091,000
53. Camille and Henry Dreyfus Foundation	1,791,000	1,729,000	27,674,000
54. Tinker Foundation	1,683,000	1,666,000	37,295,000
55. Elliott White Springs Foundation	1,509,000	1,547,000	18,754,000
Total	**$877,194,000**	**$883,778,000**	**$19,394,247,000**

* Estimate
** Value of two trusts
† Market value at end of year
Note: Table is not a complete listing of top-ranked foundations

Largest Gifts and Bequests in 1983

Recipient	Donor	Amount
Louisiana State U.	C. B. Pennington	$125,000,000
Cornell U.	Anonymous	50,000,000
U. of Houston	Conrad M. Hilton Foundation	21,400,000*
Stanford U.	System Development Foundation	21,000,000
U. of California at Berkeley	15 computer and microelectronic firms	18,000,000
Duquesne U.	Noble J. Dick	15,000,000
Brown U.	International Business Machines	15,000,000
City U. of New York	Natalie Guggenheim Short	13,000,000
U. of Pennsylvania	Leonard and Ronald Lauder	10,000,000
Duke U.	Edwin C. Whitehead	10,000,000*
Cornell U.	Anonymous	7,000,000†
U. of Notre Dame	Arthur Decio	6,200,000
U. of Michigan	Dwight F. Benton	6,000,000
Hampshire College	Harold F. Johnson	5,700,000
U. of Miami	Warren Wright	5,400,000
U. of Chicago	Warren Wright	5,300,000
Columbia U.	Temple Hoyne Buell	5,000,000
Hanover College	Anonymous	5,000,000
Monmouth College	Mr. and Mrs. Walter Huff, Jr.	5,000,000
U. of Minnesota	Parker Sanders	5,000,000
New York U.	Milton Petrie	5,000,000
Princeton U.	James A. Elkins, Jr., and Margaret Weiss Elkins	5,000,000
Washington U.	James S. McDonnell Foundation	5,000,000
U. of Illinois at Urbana-Champaign	Margaret Bloom	4,500,000
Princeton U.	Firestone Foundation	4,500,000
U. of San Diego	Olin Foundation	4,500,000
Slippery Rock State College	Stanley Kraus Associates	4,500,000
U. of Rochester	Winfield W. Scott	4,300,000
Brandeis U.	Mark Michton	4,000,000
Cornell U.	Anonymous	4,000,000
Columbia U.	Ira D. and Miriam Wallach	3,500,000
Louisiana State U. at Shreveport	Pennzoil Company	3,500,000
U. of Oregon	William Harris	3,500,000
Mount Saint Mary's College (Cal.)	Jose Drudis-Biada	3,100,000
Columbia U.	Saul and Janice Faulk	3,000,000
U. of Florida	Sam P. Harn	3,000,000
Goucher College	Charlotte Killman Wright Brown	3,000,000
Harvard U.	Sara Delfund Deutschman	3,000,000
Indiana Central U.	Anonymous	3,000,000
Iowa State U.	Charles W. and Margret Henningson Durham	3,000,000
U. of Kentucky	Mr. and Mrs. Maxwell Gluck	3,000,000
U. of Minnesota	Eldon R. Siehl	3,000,000
New York U.	Leonard Stern	3,000,000
New York U.	Warner Communications	3,000,000
U. of Virginia	Lucy Withers Armour	3,000,000
Texas Lutheran College	Houston Endowment	2,750,000
Bowdoin College	George B. Knox	2,700,000
Centre College of Kentucky	Doris Chenault	2,500,000
Columbia U.	Uris Brothers Foundation	2,500,000
Cornell U.	Corning Glass Works	2,500,000
Cornell U.	Eastman Kodak Company	2,500,000
Cornell U.	Union Carbide Corporation	2,500,000
Vassar College	Utopia Fund	2,300,000
Meredith College	Anonymous	2,200,000
Auburn U.	James W. Goodwin	2,000,000
Cornell U.	J. N. Pew Charitable Trust	2,000,000
Duke U.	Duke Endowment	2,000,000
Gannon U.	Joseph B. Dahlkemper	2,000,000
Loyola Marymount U.	Thomas and Dorothy Leavey Foundation	2,000,000
Pennsylvania State U.	Standard Oil Company of Ohio	2,000,000
Princeton U.	George and Frances Ball Foundation	2,000,000
Princeton U.	David Richardson	2,000,000
U. of Richmond	Mr. and Mrs. Dortch Oldham	2,000,000
U. of Southern California	National Medical Enterprises	2,000,000
Loyola Marymount U.	F. Patrick Burns	1,900,000
U. of Texas	Bernice A. Nelson	1,900,000
U. of California, Los Angeles	Wiengart Foundation	1,780,000
Fairfield U.	Helen T. Farrell	1,750,000
U. of Virginia	Marion DuPont Scott	1,600,000
Goshen College	Harold C. Good	1,500,000
Worcester Polytechnic Institute	Walter Rutman	1,500,000
Virginia Polytechnic Institute and State U.	Maj. Gen. James F. Powell	1,300,000
U. of Southern California	Madeline M. Kaiser	1,300,000
U. of Colorado	James M. and Catherine T. Patten	1,200,000
Lake Erie College	Mary Brown Zahniser	1,200,000
Pacific U.	Ray W. Replogle	1,200,000
Meredith College	Minnie Huffman Reddish	over 1,000,000
Agnes Scott College	Irene K. Woodruff	1,000,000
Cottey College	Della Doidge	1,000,000
DePauw U.	Halford B. Kneale	1,000,000
DePauw U.	Stanford Smith	1,000,000
Duke U.	Mrs. Lyda G. Ebert	1,000,000
Goucher College	Jack H. Pearlstone, Jr.	1,000,000
Howard U.	Thomas T. Hoopes	1,000,000
Milliken U.	Ina Wornick Mills	1,000,000
Radcliffe College	Alice Cunningham Lacey	1,000,000
St. Louis U.	Jeannette L. Windegger	1,000,000
Sioux Falls College	A. O. and Lillian Stewart	1,000,000
Suffolk County Community College	Henry Gilbert	1,000,000

Note: Not included are gifts totaling $40,000,000 from International Business Machines to 20 universities.
* Over a 10-year period.
† Over a 5-year period.

SOURCE: AMERICAN ASSOCIATION OF FUND-RAISING COUNSEL

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News Summary

Articles on inside pages

A Senate committee has failed to consider a bill intended to overturn the Supreme Court's Grove City College decision. Story on Page 11.

The Supreme Court has ruled that employee seniority systems may not be disregarded in order to protect workers hired under affirmative-action plans. Story on Page 11.

Many scientists are annoyed by some universities' attempts to lobby Congress for scientific facilities that have not been subjected to peer review. Story on Page 11.

The Olympics are not entirely about sport, says an anthropologist who will be doing field work at the Los Angeles Games this summer. Story on Page 5.

Anti-Monopoly, invented by an economist at San Francisco State University, is a board game that takes a different approach to business from that of its famous competitor. Story on Page 17.

Two administrators from the University of Nevada at Las Vegas were honored by the A.A.U.P. last week for their opposition to proposed restrictions on tenure. Story on Page 19.

As the trial began last week in Jerry Tarkanian's lawsuit against the N.C.A.A., both sides agreed that the central issue was due process. Story on Page 21.

A panel to identify "burdensome" federal regulations has been established by the National Association for Foreign Student Affairs. Story on Page 23.

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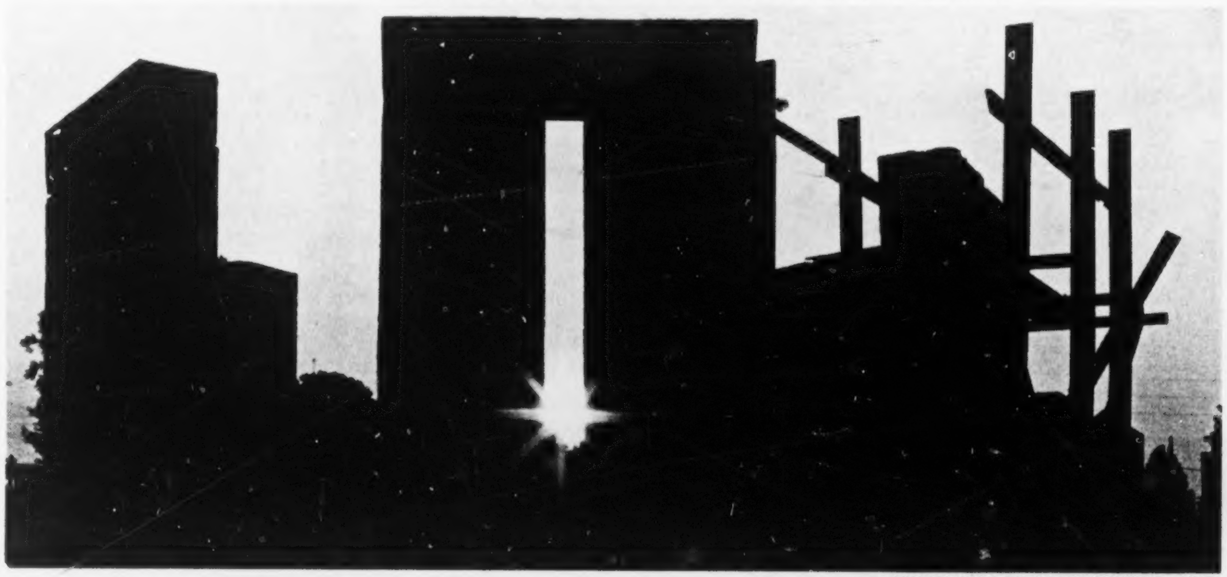
OBSERVING THE SOLSTICE AT STONEHENGE WEST



PHOTOGRAPH FOR THE CHRONICLE BY ROBERTA MORSE

The U. of Missouri at Rolla will dedicate this half-scale reconstruction of Stonehenge on the evening of the summer solstice this week.

Traditionalists Best Unionists in AAUP Vote

But some 80 pct. of members don't bother to cast ballots

By **BEVERLY T. WATKINS**

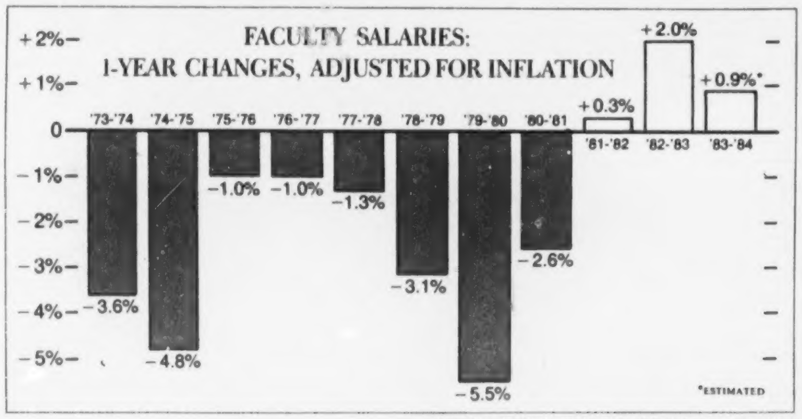
WASHINGTON

In an election that focused on serious internal conflicts, members of the American Association of University Professors have chosen officers who favor a traditional professional role for the organization over candidates who are more committed to unionism.

However, about 80 per cent of the members indicated, by withholding their votes, that they don't really care about the internal divisions that have plagued the association for the last decade or about the squabbles between faculty members who belong to chapters that engage in collective bargaining and those who do not.

"The A.A.U.P. election points to the

Continued on Page 18, Column 1



SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Average Faculty Pay Rises 4.7 Pct., Outruns Inflation, AAUP Reports

By **JEAN EVANGELAUF**

WASHINGTON

Outpacing inflation for the third year in a row, the salaries of college and university faculty members increased an average of 4.7 per cent in 1983-84, the American Association of University Professors reported last week.

The greatest gains were at private, independent institutions, where salaries rose 6.5 per cent, while at public institutions the increase was 4 per cent. Church-related institutions had average increases of 5.7 per cent. The overall average faculty salary was $29,130.

The statistics came from the association's latest annual survey of faculty compensation, portions of which were released here at its annual meeting.

Salaries 'Bottoming Out'

When adjusted for inflation, the association estimated, the 1983-84 salary increase was 0.9 per cent. The cumulative adjusted increase over the last three years was a "quite modest" 3.2 per cent, it said.

"Salaries appear to be bottoming out," said Hirschel Kasper, professor of economics at Oberlin College and a member of the A.A.U.P. committee that prepared the report. "They are not getting much better, but they're not getting worse."

"Continuing" faculty members—those who taught at the same institution in both

Continued on Page 18, Column 1

U.S. Scientists Postpone Talks with Soviet Union on Exchanges, Cite 'Deep Concern' over Sakharov

By **PAUL DESRUISSEAUX**

WASHINGTON

Discussions between the U.S. National Academy of Sciences and the Soviet Academy of Sciences aimed at resuming and expanding scientific and educational exchanges have been postponed because of "deep concern" among members of the American academy about the Soviet government's treatment of Andrei D. Sakharov, the nuclear physicist and human-rights activist.

Some observers said that the discussions might not be rescheduled for six months or longer.

A five-member delegation from the National Academy of Sciences, led by Frank Press, its president, was to have met with members of the Soviet academy in Moscow last week.

But Mr. Press decided that the group would not make the trip at this time. In a cable to his Soviet counterpart, he said that he believed it would be "to our mutual advantage to postpone the visit of our dele-

Continued on Page 24, Column 1

Faculty Pay Rises 4.7 Pct.

Continued from Page 1

1983-84 and 1982-83—fared slightly better than the average, with increases of 5.7 per cent.

According to Mr. Kasper, both the salaries and raises at public colleges and universities continue to lag behind those at private institutions.

"About half of the faculty at public institutions which had specific increases for continuing faculty received raises of 5 per cent or less last year, whereas only 9 per cent of those at private independent institutions received raises that low," he said.

The report said that, despite the economic recovery, faculty salaries had not risen enough in recent years to compensate for the decline that occurred—after adjustment for inflation—during the 1970's. The report gave two reasons:

► Faculty members have been ineffective in pushing for larger pay increases.

► Colleges and universities, in promoting the goal of equal access to higher education by holding down tuition charges, may have reduced the revenues available for faculty raises. "Whether access has been enhanced to any substantial degree is still a matter of dispute," the A.A.U.P.'s report said. "If access has not been enhanced as a result of holding down tuition increases, then faculty members may have paid a high price for embracing as they did the goal of improved access to postsecondary education."

On the issue of tuition and equal access, Mr. Kasper said, "Professors have tried not to be at odds with students. They have tried to be accommodating, but it may well be that they're the only ones who've been accommodating."

According to the survey results, faculty salaries averaged $29,350 at public institutions, $31,080 at independent institutions, and $24,730 at church-related institutions.

Fringe benefits, meanwhile, increased substantially over the last decade, the report said.

At institutions that have academic ranks, fringe benefits as a percentage of salary increased from 13.6 per cent in 1973-74 to 20.3 per cent in 1983-84. In comparison, the report said, fringe benefits of private-sector and federal employees were averaging about 19 per cent.

Data for the report were collected, processed, and tabulated by Maryse Eymonerie Associates. The data on salary increases were based on reports from 1,907 colleges and universities; the figures on actual salaries were based on reports from 2,167 institutions.

The association's full salary report will be published in the July-August issue of its magazine *Academe*, which will be sent to association members. The magazine may be purchased by nonmembers at the end of June for $25 (prepaid) from the American Association of University Professors, 2012 14th Street, N.W., Suite 500, Washington 20005.

Next month *The Chronicle* will publish the report's listing of average faculty salaries by rank at more than 2,000 institutions.

FACT–FILE

Average Faculty Salaries by Rank and Type of Institution, 1983-84

	SALARY				1-YEAR CHANGE			
Academic rank	Public	Independent private	Church-related	All	Public	Independent private	Church-related	All
Category I: Doctoral institutions								
Professor	$39,770	$47,070	$41,660	$41,350	+ 3.8%	+ 6.8%	+ 7.7%	+ 4.6%
Associate professor	29,470	32,430	31,210	30,050	+ 3.7%	+ 6.2%	+ 7.1%	+ 4.3%
Assistant professor	24,290	26,380	25,350	24,750	+ 4.8%	+ 6.9%	+ 7.3%	+ 5.4%
Instructor	18,220	20,940	21,720	18,790	+ 3.8%	+ 5.7%	+ 6.1%	+ 4.2%
Lecturer	21,300	21,710	20,680	21,360	*	*	*	*
All ranks	31,660	36,730	32,140	32,650	+ 3.9%	+ 6.7%	+ 7.3%	+ 4.7%
Category IIA: Comprehensive institutions †								
Professor	34,560	36,000	34,790	34,750	+ 3.8%	+ 6.0%	+ 6.6%	+ 4.3%
Associate professor	27,770	28,330	27,630	27,830	+ 3.8%	+ 5.9%	+ 6.0%	+ 4.2%
Assistant professor	23,040	22,900	22,910	23,010	+ 4.2%	+ 6.2%	+ 7.2%	+ 4.7%
Instructor	19,110	17,970	18,020	18,880	+ 4.5%	+ 4.6%	+ 4.6%	+ 4.5%
Lecturer	18,940	20,600	21,760	19,370	*	*	*	*
All ranks	28,160	28,080	27,520	28,090	+ 3.9%	+ 6.0%	+ 6.5%	+ 4.4%
Category IIB: Baccalaureate institutions								
Professor	31,640	34,140	27,920	30,860	+ 4.1%	+ 6.2%	+ 4.5%	+ 4.9%
Associate professor	26,270	26,560	23,160	25,000	+ 3.5%	+ 5.8%	+ 4.7%	+ 4.7%
Assistant professor	22,230	21,300	19,400	20,770	+ 4.0%	+ 6.0%	+ 5.0%	+ 4.9%
Instructor	18,570	18,260	16,240	17,440	+ 3.0%	+ 6.0%	+ 4.7%	+ 4.3%
Lecturer	20,470	21,270	15,870	20,050	*	*	*	*
All ranks	25,140	26,250	22,300	24,240	+ 3.8%	+ 6.0%	+ 4.8%	+ 4.8%
Category IIC: Specialized institutions								
Professor	40,300	33,710	24,660	34,240	+ 5.1%	+ 8.7%	+ 5.3%	+ 6.3%
Associate professor	30,760	27,890	21,670	28,150	+ 3.7%	+ 7.0%	+ 5.0%	+ 5.2%
Assistant professor	25,890	23,390	18,350	23,460	+ 4.8%	+ 7.0%	+ 6.2%	+ 5.8%
Instructor	20,190	18,790	15,480	18,660	+ 4.1%	+ 6.5%	+ 7.6%	+ 6.0%
Lecturer	22,860	19,380	17,860	21,760	*	*	*	*
All ranks	31,660	26,310	21,460	27,500	+ 4.6%	+ 7.5%	+ 5.6%	+ 5.8%
Category III: 2-year institutions with academic ranks								
Professor	31,510	22,360	21,260	31,100	+ 4.4%	+ 5.2%	+ 6.9%	+ 4.4%
Associate professor	26,930	19,730	19,380	26,570	+ 4.7%	+ 5.6%	+ 6.8%	+ 4.7%
Assistant professor	22,820	17,110	17,880	22,430	+ 4.5%	+ 4.5%	+ 4.1%	+ 4.6%
Instructor	20,160	13,990	14,320	19,510	+ 6.6%	+ 5.1%	+ 6.0%	+ 6.2%
Lecturer	16,100	‡	*	15,710	*	*	*	*
All ranks	25,340	17,190	17,870	24,810	+ 4.9%	+ 5.4%	+ 5.5%	+ 5.0%
Category IV: 2-year institutions without ranks								
No rank	24,430	17,990	15,740	24,050	+ 3.6%	+ 6.7%	+ 4.3%	+ 3.7%
All categories combined except IV:								
Professor	37,100	41,500	31,340	37,400	+ 3.9%	+ 6.7%	+ 5.8%	+ 4.6%
Associate professor	28,430	29,370	25,370	28,220	+ 3.8%	+ 6.1%	+ 5.6%	+ 4.4%
Assistant professor	23,540	23,720	20,900	23,210	+ 4.5%	+ 6.5%	+ 5.9%	+ 5.0%
Instructor	19,140	18,390	16,710	18,660	+ 5.0%	+ 5.8%	+ 5.0%	+ 5.1%
Lecturer	20,640	21,250	19,430	20,710	*	*	*	*
All ranks ††	29,350	31,080	24,730	29,130	+ 4.0%	+ 6.5%	+ 5.7%	+ 4.7%

† Institutions that award degrees beyond the bachelor's degree but do not qualify for Category I.

‡ Too few individuals to warrant publication of data.

* No data reported.

†† For all ranks, the 1-year change figures include Category IV.

Note: Salary figures are based on reports of 2,167 institutions. Percentage changes are based on reports of 1,907 institutions that provided comparable data for both 1982-83 and 1983-84.

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Traditionalists Top Unionists

Continued from Page 1

most alarming danger an organization can face—irrelevance to its own members," said Norman J. Kopmeyer, chairman of the A.A.U.P.'s Collective Bargaining Congress.

In the mail-ballot election, Paul H. K. Walter of Skidmore College narrowly defeated Peter Falley of Fairleigh Dickinson University for a two-year term as president of the association. Mr. Walter, a professor of chemistry, received 4,374 votes to Mr. Falley's 4,244.

Mr. Walter, who comes from a campus that is not unionized, was one of the original choices for president on a slate proposed by the A.A.U.P.'s nominating committee. Mr. Falley, a professor of mathematics from a unionized campus, became a presidential candidate when the Collective Bargaining Congress, which includes chapters that function as unions, decided to run its own slate.

'Bargaining Slate' Defeated

For the other top offices, what came to be called "the Open AAUP Slate," a group composed predominantly of candidates from campuses that are not unionized, defeated "the Collective-Bargaining Slate," which fielded opposition candidates for two of the three offices.

The outcome of the two-month election, announced here last week as delegates convened for the A.A.U.P.'s 70th annual meeting, came as a surprise to members of all chapters. Many had expected the academic unionists to sweep the field after the bargaining congress organized an election effort.

Carol S. Stern, a professor of performance studies at Northwestern University and co-chairman of the *ad hoc* Committee for an Open AAUP, said, "We were surprised but certainly pleased that the slate we were endorsing won."

The election results "are indicative of where people want the A.A.U.P. to go," she said. "With the one slate, we could not have resolved the problems. With this slate and some imagination, it can be done.

"With this election, we have bought some time," added Ms. Stern, whose *ad hoc* committee placed an advertisement in *Academe*, the association's magazine, outlining the reasons for the internal difficulties, chastising the bargaining congress for being divisive, and urging members to choose officers "who can bridge the growing gap between the two segments of the A.A.U.P."

"To all those who fear the power of the [Collective Bargaining Congress] to take over the A.A.U.P., the election outcome should be living testimony that they have no cause for concern," Mr. Kopmeyer commented at a meeting of the bargaining congress here last week.

"One of the most troubling aspects of this election is that, with the motivation the members received and the amount of work we did to get out the voters, 80 per cent of the A.A.U.P. and 90 per cent of the C.B.C. considered the election sufficiently irrelevant that they did not vote," said Mr. Kopmeyer, an academic adviser at Wayne State University.

On March 30, ballots for the biennial election were mailed to the 48,775 active full-time and part-time faculty members who were eligible to participate—about 75 per cent of the A.A.U.P.'s total membership. Only 10,395 faculty members voted. The turnout was about the same as in the previous election in 1982, when the balloting was not as widely publicized.

A.A.U.P. members selected Henry L. Mason, a professor of political science at Tulane University, as first vice-president; June S. Pollack, a professor of English at California State University at Fullerton, as second vice-president; and Morris Mendelson, a professor of finance at the University of Pennsylvania's Wharton School, as secretary-treasurer.

Time for 'Reconciliation'

At the annual meeting last week, some faculty leaders were speculating that the association might experience "a period of reconciliation" now that the election was over. Others, such as Mr. Kopmeyer, foresaw "continuing discord in the future" as members attempt to address the problems dramatized by the vote.

Irving J. Spitzberg, Jr., who is stepping down as the association's general secretary at the end of this month, cautioned against interpreting the election outcome as a vote against academic unionism.

"The results are not a repudiation of collective bargaining in any way, shape, or form," he said. "Collective-bargaining and non-collective-bargaining faculty members both voted for people committed to collegial governance and academic freedom and tenure."

In his final report to the delegates at last week's meeting, Mr. Spitzberg said that now that the membership has "voted with the ballot to reinforce the historical commitments of the A.A.U.P.," the association must be reorganized to reduce the influence of chapters whose positions "are inconsistent with the views of the national professoriate."

He proposed that association leaders "prepare a comprehensive plan for reorganization which allows a restructuring to make the A.A.U.P. responsive to the diversity of interests in the professoriate and more protected from the domination of special interests."

He urged the organization to "proceed with dispatch" so a new plan, which would require a constitutional amendment, could be presented to delegates at the 1985 annual meeting.

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News Summary

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Scholars and other observers offered their perceptions of scholarly publishing at the annual meeting of the Association of American University Presses. Story on Page 5.

Immigration legislation now before Congress could pose legal problems for colleges and universities. Story on Page 11.

The policy-making council of the National Institute of Education has been accused of meeting secretly and not working closely with the institute's director. Story on Page 11.

New college presidents are often unprepared for the bewildering array of issues and constituencies they have to deal with in their new posts. Story on Page 15.

Low morale is one of the gravest problems facing the country's professoriate, says Irving J. Spitzberg, Jr., outgoing general secretary of the A.A.U.P. Story on Page 15.

A dispute over national collegiate football competition in Canada was settled easily at last week's meeting of the Canadian Interuniversity Athletic Union. Story on Page 21.

In the trial of Jerry Tarkanian's lawsuit against the N.C.A.A., association officials denied there was a vendetta against him. Story on Page 21.

The financial problems of Nigerian students in the U.S. will probably not be solved soon, according to a Nigerian official. Story on Page 25.

On Israel's kibbutzim, higher education has come to be regarded as a high priority. Story on Page 25.

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ELIGIBILITY COULD BE LOST

Drug Testing at All Championships to Be Proposed by NCAA Committee

By **KIM McDONALD**

A committee of the National Collegiate Athletic Association will recommend this week that the association test athletes at all of its championship events for the presence of cocaine, amphetamines, and other "performance-enhancing" substances.

The N.C.A.A.'s Special Committee on Drug Testing will also recommend that association officials make visits throughout the year to randomly selected institutions to administer tests for anabolic steroids to their athletes.

Both recommendations will have to be approved by the association's membership.

Athletes whose tests show they have used drugs banned by the N.C.A.A., and institutions that condone the use of any of those substances, could lose their eligibility, according to the panel's proposal, which has been approved by the N.C.A.A.'s administrative committee.

N.C.A.A. officials estimate that the cost of a drug-testing program at the championships and at selected institutions could range from $700,000 to $1-million during its first year of operation.

The drug-testing panel, whose recommendations could prove controversial because of the cost and proposed sanctions, was created this year at the request of

Continued on Page 22, Column 3

A list of drugs that would be banned by the N.C.A.A. and the text of guidelines on drug testing will be found on Pages 22 and 23.

AAUP Adds 3 Colleges, Removes None from Academic-Freedom Censure List

WASHINGTON

For the first time in more than two decades, delegates to the annual meeting of the American Association of University Professors did not remove any institutions from its list of those censured for violations of academic freedom.

The delegates did add three institutions to the list: the Illinois College of Optometry, the Metropolitan Community Colleges in Missouri, and the University of Northern Colorado.

Forty-eight colleges and universities are now on the list (see Page 18).

"The censure list is like Topsy. It grows and grows," Matthew W. Finkin, chairman of the association's Committee A on Academic Freedom and Tenure, told the 70th annual meeting here.

Mr. Finkin, a professor of law at Southern Methodist University, said the length of the list was "a matter of concern to the A.A.U.P. because the larger it grows, the less impact censure has."

The Metropolitan Community Colleges system, which has four campuses in Kansas City, was censured for using financial exigency as an excuse to lay off 16 tenured faculty members.

The A.A.U.P. recognizes "bona fide" financial exigency as legitimate grounds for dismissing professors. However, Committee A, which investigates complaints about

Continued on Page 18, Column 3

A Letter to Editor Spurs Professor to Sue Colleague

PORTLAND, ORE.

The director of black studies at Portland State University has filed a libel suit against a faculty colleague over a letter to the editor of a local newspaper challenging recommendations for a multicultural curriculum for the public schools.

In the unusual action, Darrell M. Millner charged that a letter by Susan C. Karant-Nunn, a professor of history, published in the *Oregonian*, had exposed him to "public hatred, wrath, contempt, and ridicule" and damaged his reputation by accusing him of "falsification of history."

In her letter, Ms. Karant-Nunn urged the Portland School Board to be skeptical of proposals by Mr. Millner for including the contributions of ethnic groups in the school curriculum because, she said, rewriting history can distort the past. Ms. Karant-Nunn was responding to comments by the black-studies director, who was a consultant for the curriculum, in two earlier *Oregonian* articles.

The lawsuit has triggered concern by several academic organizations, which

Continued on Page 20, Column 1

Tax Bill Imperils Tuition Plans for Professors

Housing benefits would remain tax-free for 2 years

By **STACY E. PALMER**

WASHINGTON

Tuition-remission plans that colleges and universities offer to faculty members as way to help them pay for their children's educational expenses would have to be extended to all employees in order to remain tax-free, under a measure approved last week by a conference committee of the House and Senate.

Taxes could be levied on tuition plans that are offered only to a certain group of employees, such as faculty members, if the bill is approved by the full House and Senate.

Faculty housing provided by colleges and universities would retain its status as a nontaxable fringe benefit for at least another two years under the measure adopted by the conference panel.

Members of the Congressional tax-writing panels continued working last week on a compromise measure that would raise revenue by levying new taxes. The measure is designed to be part of a plan to make a "down payment" on the growing federal budget deficit.

Efforts Stalled

The tax bills passed by both the House and Senate, HR 4170 and HR 2163, respectively, contain several provisions that would affect higher education, such as restrictions on the amount of tax-exempt bonds that states can issue for student loans and other purposes and tax incentives for companies that donate research equipment to colleges and universities.

Efforts to iron out differences between the two versions of the legislation were stalled last week by a dispute over spending on health care and other public-assistance programs.

Lawmakers say they are still trying to work out an agreement on the tax measure

Continued on Page 13, Column 1

Contracts to Provide Courses for Workers Can Be a 'Win-Win Deal,' Universities Are Learning

By **BEVERLY T. WATKINS**

At half past four, when the work day is over at CIGNA Corporation, 250 clerical and operations workers hurry down the hall to the University of Pennsylvania to begin the school day.

In classrooms furnished by the insurance company, the workers meet for the core courses in English, literature, history, foreign language, and social science that lead to an undergraduate liberal-arts degree. Their instructors are university faculty members from arts and sciences who teach the same courses on campus.

CIGNA Corporation, which contracted with the university three years ago for the undergraduate programs, has seen some changes in the work force since then. For example, turnover among operations and clerical workers has declined by more than 25 per cent. And the workers, primarily women who never thought they could go to college, are more productive in their jobs now, according to a personnel manager.

The University of Pennsylvania has also benefited from the arrangement. For one thing, the company pays for the education

Continued on Page 10, Column 1

Immigration Legislation

Continued from Preceding Page

Commission, he added, requires that all employment criteria be related to "business necessity" or job performance, and some applicants might argue that proof of citizenship was not job-related.

Employers will be under pressure to turn in any illegal aliens they find on their staffs, Mr. Denlinger said. "If you have to get rid of people, it should be done carefully, not hastily. You need a sensible, orderly program."

Colleges would be under pressure to help the I.N.S. locate illegal aliens both among their employees and among the foreign students they enroll, said Frank D. Winston, vice-chairman of the American Bar Association's Committee on Immigration Law.

In April, he noted, the Supreme Court upheld the I.N.S.'s right to enter workplaces, station guards at the doors, and question suspected illegal aliens.

"I.N.S. agents have gone into farms, restaurants, and factories, and while they have not gone into colleges and universities, I think that universities would be the next logical step because of their foreign students," said Mr. Winston. "The I.N.S. is committed to a very aggressive policy."

Mr. Denlinger said that even though both versions of the legislation would permit some waivers of the two-year requirement for foreign students, the measure would affect faculty hiring.

Loss of Faculty Members

Universities could lose potential faculty members in areas such as computer science and engineering, where foreign students make up a large part of the graduate-student population, he said, because some students might take their education in foreign countries, where they knew they could go to work right after graduation, with no problems.

Universities interested in bringing distinguished foreign scholars into the country may have increasing problems, added Mr. Winston. "There is a general increase in all kinds of denials of visas," he said. "There are all kinds of denials that don't seem to follow existing rules."

Said Ms. Frye, "All recruiting of foreign nationals should be centralized, with one person speaking to I.N.S. for the institution. But a lot of times individual faculty members or departments will try to line up foreign scholars and run into major problems."

She also noted, "A lot of foreign-student advisers say there is no one in their general counsel's office who knows anything about immigration."

Some sensitive legal challenges may develop in regard to students, she said, because the I.N.S. has already said it believes the Family Education Rights and Privacy Act of 1974 does not bar institutions from turning over information about foreign students, even if the students have not signed a waiver allowing colleges to release certain routine "directory information" about them, she said.

The I.N.S., she added, "asserts that schools must furnish information requested by them about any undocumented students enrolled, and that failure to do so is likely to result in prosecution for harboring undocumented aliens."

"I've asked them where they get the authority to threaten foreign-student advisers, and they just say they have it," she said.

100 Colleges Got 61 Pct. of U.S. Aid in Fiscal 1982

WASHINGTON

One hundred institutions received 61 per cent of all federal funds "obligated" to colleges and universities in fiscal 1982, according to a report by the National Science Foundation.

Federal obligations are funds set aside for payment. Institutions do not necessarily receive those funds in the year in which they were obligated.

The total was slightly less than the top 100 institutions' 65-per-cent share in 1981.

The top 100 also received 85 per cent of the federal funds for academic research and development.

The Johns Hopkins University led the list for the fifth year in a row. About 72 per cent of the university's $327-million from federal sources was obligated to its Applied Physics Laboratory.

Over all, federal funds obligated to colleges and universities increased 13 per cent in fiscal 1982, to a total of $8.7-billion. Of that money, 60 per cent went to science and engineering programs, and most of the remainder to student financial aid.

Changes in Student Aid

Increases in student-aid programs were responsible for much of the 1982 growth, the report said. Because those programs are supported on a multi-year basis, the amounts fluctuate. Support for nonscience programs declined 25 per cent in 1981 and increased 31 per cent in 1982.

Historically black colleges received $515-million in federal support in 1982. Howard University was the leading recipient with about $178-million, putting it second on the overall list. Howard receives substantial annual federal support for general operating expenses.

Federal support of research and development at colleges and universities increased 3 per cent in 1982, to $4.6-billion. But when adjusted for inflation, the report said, such support declined nearly 4 per cent. Increases in research funds outpaced inflation in only two discipline groups, the physical sciences and mathematical and computer sciences.

Support for psychology and the social sciences declined for the third year in a row.

Over all, 593 institutions received funds for research and development. About half granted doctorates, and that group received nearly all of the research-and-development funds.

—JEAN EVANGELAUF

FACT–FILE

U.S. Funds for Colleges and Universities

The top 100 institutions in total federal obligations for fiscal 1982

Institution	Research and development (a)		Total federal obligations (a)	
	Amount	Rank	Amount	Rank
Johns Hopkins U. (b)	$312,379,000	1	$327,090,000	1
Howard U. (c)	8,023,000	120	177,553,000	2
Massachusetts Institute of Technology	148,837,000	2	164,182,000	3
Stanford U.	124,289,000	3	137,314,000	4
U. of Washington	97,690,000	4	128,197,000	5
U. of Minnesota	78,714,000	13	109,957,000	6
U. of California, Los Angeles	89,661,000	6	108,118,000	7
U. of California, San Diego	90,896,000	5	107,869,000	8
Cornell U.	83,936,000	9	107,846,000	9
Harvard U.	85,757,000	8	104,442,000	10
U. of Michigan	79,794,000	11	100,432,000	11
U. of Wisconsin, Madison	82,417,000	10	100,091,000	12
Columbia U., Main Division	88,879,000	7	97,892,000	13
U. of Pennsylvania	76,907,000	14	97,878,000	14
Yale U.	78,920,000	12	97,750,000	15
U. of California, San Francisco	66,752,000	15	84,053,000	16
U. of California, Berkeley	65,555,000	16	82,943,000	17
U. of Illinois, Urbana	63,923,000	17	81,644,000	18
Pennsylvania State U. (d)	50,809,000	20	80,771,000	19
U. of Rochester	46,427,000	23	67,447,000	20
Michigan State U.	35,667,000	38	63,792,000	21
U. of Southern California	50,402,000	21	63,238,000	22
U. of Chicago	54,182,000	18	63,083,000	23
Ohio State U.	41,073,000	30	62,759,000	24
Washington U.	52,839,000	19	61,541,000	25
Duke U.	50,397,000	22	60,460,000	26
U. of Colorado	43,786,000	26	59,232,000	27
Gallaudet College (c)	2,067,000	185	58,581,000	28
New York U.	43,643,000	27	57,351,000	29
U. of North Carolina, Chapel Hill	41,890,000	29	57,328,000	30
U. of Florida	35,106,000	39	55,872,000	31
Purdue U.	38,142,000	33	55,783,000	32
U. of Pittsburgh	39,397,000	32	52,897,000	33
Yeshiva U.	44,237,000	25	51,911,000	34
Georgia Institute of Technology	43,530,000	28	50,370,000	35
Texas A&M U.	33,144,000	42	49,906,000	36
U. of Utah	39,886,000	31	49,621,000	37
Indiana U.	30,056,000	47	49,340,000	38
U. of Arizona	35,688,000	37	49,136,000	39
U. of Texas, Austin	44,767,000	24	48,452,000	40
U. of Iowa	36,971,000	35	48,013,000	41
New Mexico State U.	21,068,000	63	47,281,000	42
Boston U.	30,397,000	46	44,461,000	43
Oregon State U.	33,245,000	41	43,198,000	44
Northwestern U.	33,117,000	43	43,124,000	45
Case Western Reserve U.	34,834,000	40	41,747,000	46
Baylor College of Medicine	36,972,000	34	40,588,000	47
U. of California, Davis	32,700,000	45	39,999,000	48
U. of Alabama, Birmingham	28,731,000	49	39,665,000	49
U. of Miami	27,070,000	51	39,637,000	50
California Institute of Technology	36,672,000	36	39,615,000	51
U. of Cincinnati	20,126,000	65	39,245,000	52
U. of Maryland, College Park	28,355,000	50	38,477,000	53
Tufts U.	$16,808,000	77	$36,710,000	54
U. of New Mexico	24,724,000	55	35,320,000	55
Rutgers U.	17,482,000	74	35,023,000	56
U. of Connecticut	24,972,000	54	34,968,000	57
U. of Virginia	25,688,000	52	34,205,000	58
Woods Hole Oceanographic Institute	32,877,000	44	34,168,000	59
Vanderbilt U.	28,739,000	48	34,134,000	60
State U. of New York, Albany	10,900,000	101	33,848,000	61
Virginia Commonwealth U.	16,485,000	78	33,842,000	62
Oregon Health Sciences U.	9,546,000	109	33,744,000	63
U. of Kentucky	14,764,000	87	33,241,000	64
North Carolina State U., Raleigh	18,158,000	71	32,744,000	65
U. of Georgia	16,991,000	76	32,348,000	66
Carnegie-Mellon U.	25,463,000	53	31,410,000	67
Louisiana State U.	22,141,000	61	30,987,000	68
U. of Missouri, Columbia	15,139,000	85	30,507,000	69
Colorado State U.	22,614,000	58	30,335,000	70
Princeton U.	23,668,000	57	29,595,000	71
Temple U.	14,816,000	86	28,754,000	72
U. of Hawaii, Manoa	20,000,000	66	28,278,000	73
U. of Texas Health Science Center, Dallas	23,966,000	56	28,169,000	74
U. of Tennessee, Knoxville	18,202,000	70	28,001,000	75
U. of California, Irvine	22,003,000	62	27,514,000	76
Georgetown U.	12,259,000	96	26,886,000	77
Virginia Poly. Inst. & St. U.	18,680,000	68	26,871,000	78
State U. of New York, Stony Brook	22,221,000	60	26,381,000	79
U. of Maryland Baltimore Professional Schools	22,355,000	59	26,350,000	80
Iowa St. U. of Sci. & Tech.	10,869,000	102	24,812,000	81
Washington State U.	15,262,000	84	24,083,000	82
Emory U.	18,574,000	69	23,826,000	83
Utah St. U.	16,047,000	81	23,772,000	84
U. of Kansas	15,450,000	82	23,665,000	85
U. of California, Santa Barbara	13,329,000	92	23,532,000	86
Rockefeller U.	20,807,000	64	22,920,000	87
Brown U.	18,031,000	73	22,794,000	88
City U. of New York, Mount Sinai School of Medicine	19,433,000	67	22,617,000	89
U. of Puerto Rico Regional Colleges Administration	0	—	22,426,000	90
Wayne State U.	12,280,000	95	22,238,000	91
U. of Massachusetts, Amherst	18,034,000	72	21,913,000	92
U. of Nebraska, Lincoln	11,442,000	99	21,651,000	93
Mississippi State U.	9,056,000	111	21,327,000	94
George Washington U.	16,279,000	79	21,311,000	95
Oklahoma State U.	9,119,000	110	21,295,000	96
U. of Rhode Island	13,996,000	89	21,081,000	97
U. of Dayton	17,094,000	75	20,953,000	98
U. of Oregon Main Campus	10,374,000	104	19,853,000	99
State U. of New York, Buffalo	16,123,000	80	19,586,000	100
Total, 100 institutions	**$3,844,582,000**		**$5,319,180,000**	
Total, all institutions	**$4,552,543,000**		**$8,702,380,000**	

(a) Amounts shown represent total obligations from 14 federal agencies that accounted for over 95 per cent of all federal obligations to universities and colleges in the United States and for 99 per cent of all federal obligations to such institutions for research and development. These proportions may not apply to all individual institutions, some of which receive significant amounts of their financing from agencies not included in the survey, such as the Department of Justice, the Veterans Administration, and the Smithsonian Institution. Amounts shown represent awards to individual institutions. Awards to the administrative offices of university systems are excluded from institutional totals because final allocation of funds is unknown, but are included in "U.S. total."

(b) Data for Johns Hopkins U. include $234-million obligated to the Applied Physics Laboratory, considered a federally financed research-and-development center until fiscal 1978.

(c) Howard U. and Gallaudet C. receive substantial appropriations from Congress each year for general operating expenses; their relative rankings thus reflect the magnitude of their nonscience programs.

(d) Data for Pennsylvania State University include $14-million obligated to the Applied Research Laboratory, considered a federally funded research-and-development center until fiscal 1978.

SOURCE: NATIONAL SCIENCE FOUNDATION

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News Summary

Articles on inside pages

Chicago, Chicago!

An academic visitor's guide to the highlights of a quintessentially American city begins on Page 17.

Women are encountering obstacles to their participation in science, ranging from the subject's supposed objectivity to a lack of role models for students. Stories on Page 5.

Writing and publishing in the Soviet Union are subjects about which librarians and scholars in the West know little. Story on Page 7.

Journalism schools are following rather than leading the national communications revolution, according to a new report. Story on Page 9.

College policies on granting access to dormitories could be tested this fall by political campaigners or others engaged in student voter-registration drives. Story on Page 12.

Plans requiring the conversion of more than 20 university research reactors from weapons-quality uranium to a lower grade of fuel have been approved by the Nuclear Regulatory Commission. Story on Page 13.

Legislation to reverse the effect of the Supreme Court's Grove City College decision was approved by the House of Representatives last week. Story on Page 13.

Public mention of Andrei Sakharov by François Mitterrand at a Kremlin dinner shocked officials and caused a sensation among Soviet dissidents. Story on Page 29.

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Reagan Prepared to Negotiate with Soviet Union for Expansion of Scholarly Exchange Programs

White House officials call President's speech in Washington 'conciliatory'

By **MALCOLM G. SCULLY**

WASHINGTON

President Reagan last week endorsed the expansion of educational and cultural exchanges with the Soviet Union and said the United States was prepared to "initiate negotiations on a new exchange agreement."

In what White House aides called a "conciliatory" speech, Mr. Reagan told scholars and foundation officials attending a meeting on Soviet-American exchanges here that "nothing is more worthy of our attention than finding ways to reach out and establish better communication with the people and the government of the Soviet Union." The President delivered his remarks at the White House to participants in the meeting, which was held at the Kennan Institute for Advanced Soviet Studies at the Smithsonian Institution's Woodrow Wilson Center.

The Administration indicated last summer that the United States was prepared to resume negotiations with the Russians over a new agreement on cultural, scientific, and scholarly exchanges. Those plans were scrapped in September after the Soviet Union's destruction of a South Korean airliner.

At issue is an "umbrella" agreement, first signed in 1958, under which many of the subsequent scholarly and scientific exchanges were organized. The agreement expired in 1979 and has never been renewed, primarily because of the chill in East-West relations brought on by the Soviet invasion of Afghanistan, the arrest in 1980 of Andrei D. Sakharov, and Russian support for martial law in Poland.

While the chill has brought an end to exchanges of performing-arts groups and cultural exhibits, some scholarly visits have continued, including Fulbright lec-

Continued on Page 30, Column 2

COURTS 3, NCAA 0

Supreme Court Strikes Down NCAA Control of Football on Television; Colleges Free to Negotiate Own Contracts

High Court's action

By **CHARLES S. FARRELL**

WASHINGTON

The Supreme Court ruled last week that the National Collegiate Athletic Association's control of televised intercollegiate football violated antitrust law. It endorsed a lower court's finding that such control was that of "a classic cartel."

The Court said other controls that the N.C.A.A. imposes on collegiate athletics were appropriate to maintain the amateur status of such sports.

The Court's 7-to-2 ruling voided the last two years of the N.C.A.A.'s contracts with three television networks, contracts worth about $140-million. Network spokesmen said contingency plans were being explored.

In affirming the lower court's ruling, the Supreme Court held that the television plan that the N.C.A.A. negotiated in 1981 with three broadcasting companies violated federal antitrust laws. The Universities of Georgia and Oklahoma, which wanted to negotiate their own TV deals, brought a lawsuit challenging the association's role.

Said Justice John Paul Stevens, writing

Continued on Page 22, Column 1

Decisions in 2 States Go Against NCAA

► A Nevada judge ruled in favor of basketball coach Jerry Tarkanian.

► A Maryland appeals court refused to lift an injunction barring enforcement of eligibility rules.

Stories on Page 19

Contract negotiations

WASHINGTON

Individual colleges will be able to negotiate their own pacts to televise football games as a result of last week's Supreme Court ruling that the National College Athletic Association does not have exclusive rights to such negotiations.

More games will probably be telecast as a result of the decision. Big, well-known football programs will benefit the most, while smaller programs will probably be hurt.

College and television officials were uncertain last week exactly what form the new TV contracts will take. There were warnings that some arrangements that have been discussed—including one developed for the major football powers by the

Continued on Page 24, Column 1

Social and Political Dilemmas Hit Agriculture Research

At U. of California, tomato harvesters and genetic testing are the subjects of lawsuits

By **LAWRENCE BIEMILLER**

DAVIS, CAL.

Gary Anderson remembers being startled when, a couple of years ago, he was called upon to defend his application for a grant to investigate ways to increase the already prodigious milk output of American dairy cows.

What surprised him, he says, was not that the interviewers had questions about his application, but that—for the first time in his experience—their questions challenged the desirability of the research he had proposed, rather than merely scrutinizing procedural details. "They asked, 'Why?' " he says. "It knocked my socks off."

And so Mr. Anderson, a professor of animal science at the University of California, Davis, unexpectedly found himself embroiled in a discussion of the size of the nation's dairy-product surplus and the cost of the federal government's dairy-price-support program. His research project on milk production, it seemed, might well become a hostage of the dairy-product overabundance that researchers before him had helped to create, and that—in the animal-science department here, in dairy barns across the country, and in the U.S. Department of Agriculture's massive headquarters back in Washington—no one seemed able to control.

For Mr. Anderson, that interview confirmed what some faculty members on this and other agriculture-college campuses had already begun to say—that the relaxed isolation of agriculture-college researchers was coming to an end.

Long accustomed to conducting research that attracted the attention of only a friendly handful of county extension agents and commodity-association representatives, faculty members in agriculture colleges began in the late 1970's to find themselves more often in the public spotlight. Their research began to be watched more closely by

Continued on Page 10, Column 1

Text of Supreme Court's Majority Opinion Striking Down NCAA's Control

WASHINGTON

Following is the text of the Supreme Court's decision in National Collegiate Athletic Association v. Board of Regents of the University of Oklahoma, in which the Court struck down the N.C.A.A.'s control of televised college football.

The opinion was written by Justice John Paul Stevens, who was joined by Chief Justice Warren E. Burger and Justices William J. Brennan, Jr., Thurgood Marshall, Harry A. Blackmun, Louis F. Powell, Jr., and Sandra Day O'Connor.

Footnotes and some citations have been omitted.

The University of Oklahoma and the University of Georgia contend that the National Collegiate Athletic Association has unreasonably restrained trade in the televising of college football games. After an extended trial, the District Court found that the NCAA had violated §1 of the Sherman Act and granted injunctive relief. 546 F. Supp. 1276 (WD Okla. 1982). The Court of Appeals agreed that the statute had been violated but modified the remedy in some respects. 707 F. 2d 1147 (CA10 1983). We granted certiorari, and now affirm.

I

The NCAA

Since its inception in 1905, the NCAA has played an important role in the regulation of amateur collegiate sports. It has adopted and promulgated playing rules, standards of amateurism, standards for academic eligibility, regulations concerning recruitment of athletes, and rules governing the size of athletic squads and coaching staffs.

In some sports, such as baseball, swimming, basketball, wrestling, and track, it has sponsored and conducted national tournaments. It has not done so in the sport of football, however. With the exception of football, the NCAA has not undertaken any regulation of the televising of athletic events.

The NCAA has approximately 850 voting members. The regular members are classified into separate divisions to reflect differences in size and scope of their athletic programs. Division I includes 276 colleges with major athletic programs; in this group only 187 play intercollegiate football. Divisions II and III include approximately 500 colleges with less extensive athletic programs. Division I has been subdivided into Divisions I-A and I-AA for football.

Some years ago, five major conferences together with major football-playing independent institutions organized the College Football Association. The original purpose of the CFA was to promote the interests of major football-playing schools within the NCAA structure. The Universities of Oklahoma and Georgia, respondents in this Court, are members of the CFA.

History of the NCAA Television Plan

In 1938, the University of Pennsylvania televised one of its home games. From 1940 through the 1950 season all of Pennsylvania's home games were televised. That was the beginning of the relationship between television and college football.

On January 11, 1951, a three-person "Television Committee," appointed during the preceding year, delivered a report to the NCAA's annual convention in Dallas. Based on preliminary surveys, the committee had concluded that "television does have an adverse effect on college football attendance and unless brought under some control threatens to seriously harm the nation's overall athletic and physical system." The report emphasized that "the television problem is truly a national one and requires collective action by the colleges."

LIBRARY OF CONGRESS

Justice Stevens wrote opinion striking down N.C.A.A.'s control of college football telecasts.

As a result, the NCAA decided to retain the National Opinion Research Center to study the impact of television on live attendance, and to declare a moratorium on the televising of football games. A television committee was appointed to implement the decision and to develop an NCAA television plan for 1951.

The committee's 1951 plan provided that only one game a week could be telecast in each area, with a total blackout on 3 of the 10 Saturdays during the season. A team could appear on television only twice during a season. The plan also provided that the NORC would conduct a systematic study of the effects of the program on attendance. The plan received the virtually unanimous support of the NCAA membership; only the University of Pennsylvania challenged it.

Pennsylvania announced that it would televise all its home games. The council of the NCAA thereafter declared Pennsylvania a member in bad standing and the four institutions scheduled to play at Pennsylvania in 1951 refused to do so. Pennsylvania then reconsidered its decision and abided by the NCAA plan.

During each of the succeeding five seasons, studies were made which tended to indicate that television had an adverse effect on attendance at college football games. During those years the NCAA continued to exercise complete control over the number of games that could be televised.

From 1952 through 1977 the NCAA television committee followed essentially the same procedure for developing its television plans. It would first circulate a questionnaire to the membership and then use the responses as a basis for formulating a plan for the ensuing season. The plan was then submitted to a vote by means of a mail referendum. Once approved, the plan formed the basis for NCAA's negotiations with the networks.

Throughout this period the plans retained the essential purposes of the original plan. Until 1977 the contracts were all for either 1- or 2-year terms. In 1977 the NCAA adopted "principles of negotiation" for the future and discontinued the practice of submitting each plan for membership approval. Then the NCAA also entered into its first 4-year contract granting exclusive rights to the American Broadcasting Companies for the 1978-1981 seasons. ABC had held the exclusive rights to network telecasts of NCAA football games since 1965.

The Current Plan

The plan adopted in 1981 for the 1982-1985 seasons is at issue in this case. This plan, like each of its predecessors, recites that it is intended to reduce, insofar as possible, the adverse effects of live television upon football game attendance. It provides that "all forms of television of the football games of NCAA member institutions during the Plan control periods shall be in accordance with this Plan." The plan recites that the television committee has awarded rights to negotiate and contract for the telecasting of college football games of members of the NCAA to two "carrying networks." In addition to the principal award of rights to the carrying networks, the plan also describes rights for a "supplementary series" that had been awarded for the 1982 and 1983 seasons, as well as a procedure for permitting specific "exception telecasts."

In separate agreements with each of the carrying networks, ABC and the Columbia Broadcasting System, the NCAA granted each the right to telecast the 14 live "exposures" described in the plan, in accordance with the "ground rules" set forth therein. Each of the networks agreed to pay a specified "minimum aggregate compensation to the participating NCAA member institutions" during the 4-year period in an amount that totaled $131,750,000.

In essence the agreement authorized each network to negotiate directly with member schools for the right to televise their games. The agreement itself does not describe the method of computing the compensation for each game, but the practice that has developed over the years and that the District Court found would be followed under the current agreement involved the setting of a recommended fee by a representative of the NCAA for different types of telecasts, with national telecasts being the most valuable, regional telecasts being less valuable, and Division II or Division III games commanding a still lower price. The aggregate of all these payments presumably equals the total minimum aggregate compensation set forth in the basic agreement. Except for differences in payment between national and regional telecasts, and with respect to Division II and Division III games, the amount that any team receives does not change with the size of the viewing audience, the number of markets in which the game is telecast, or the particular characteristic of the game or the participating teams. Instead, the "ground rules" provide that the carrying networks make alternate selections of those games they wish to televise, and thereby obtain the exclusive right to submit a bid at an essentially fixed price to the institutions involved.

The plan also contains "appearance requirements" and "appearance limitations" which pertain to each of the 2-year periods that the plan is in effect. The basic requirement imposed on each of the two networks is that it must schedule appearances for at least 82 different member institutions during each 2-year period. Under the appearance limitations no member institution is

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High Court Strikes Down NCAA Control of Football on Television

Continued from Page 1

for the Court's majority. "There can be no doubt that the challenged practices of the N.C.A.A. constitute a 'restraint of trade' in the sense that they limit members' freedom to negotiate and enter into their own television contracts."

At the heart of the restraint of trade, he said, are the limitations the N.C.A.A. placed on the amount of money an institution could receive for an appearance on television, the numbers of times a team could appear, and the total number of games that could be telecast.

Under the 1981 contract, worth $263-million over four years, a football team could appear on television six times in two years, and the institution could net a flat fee of $600,000 per appearance. "Because it restrains price and output," Justice Stevens said, "the N.C.A.A.'s television plan has a significant potential for anticompetitive effects."

Viewer Demand Not Reflected

Moreover, the Court decided, by fixing the price for television rights to all games, the association created a price structure that did not reflect viewer demand and was not related to prices that would prevail in a competitive market. The Court's ruling upheld decisions by the U.S. Court of Appeals for the Tenth Circuit and the U.S. District Court for the Western District of Oklahoma.

The N.C.A.A. had argued that one reason it needed to maintain control over televised games was to protect live attendance, but the Court decided that that argument "is not based on a desire to maintain the integrity of college football as a distinct and attractive product, but rather on a fear that the product will not prove sufficiently attractive to draw live attendance when faced with competition from televised games."

Competitive Balance Argued

The N.C.A.A. had also argued that its interest in maintaining a competitive balance among collegiate athletic teams justified its regulating television contracts. But the Supreme Court said that the television plan had not been tailored to serve such an interest.

"It does not regulate the amount of money any college may spend on its football program," the Court said, "nor the way in which the colleges may use the revenues that are generated by their football programs, whether derived from the sale of television rights, the sale of tickets, or the sale of concessions or program advertising. The plan simply imposes a restriction on one source of revenue that is more important to some colleges than to others."

The Court observed that no other N.C.A.A. sport used a similar plan, and that in college basketball, which comes closest to producing the same amount of revenue as football does, the competition was balanced without a restrictive TV plan. But the Court agreed with the association that "it is reasonable to assume that most of the regulatory controls of the N.C.A.A. are justifiable means of fostering competition among amateur athletic teams and therefore procompetitive because they enhance public interest in intercollegiate athletics."

The N.C.A.A. therefore has a legitimate concern in promulgating such things as playing rules, standards of academic eligibility, and the size of teams and coaching staffs, the Court indicated.

White and Rehnquist Dissent

Justice Byron R. White, whose stay of a lower-court ruling last July allowed the normal broadcasting schedule to continue for the 1983 season, dissented from the Court's majority, along with Justice William H. Rehnquist.

"Although some of the N.C.A.A.'s activities, viewed in isolation, bear a resemblance to those undertaken by professional sports leagues and associations," Justice White said, "the Court errs in treating intercollegiate athletics under the N.C.A.A.'s control as a purely commercial venture in which colleges and universities participate solely, or even primarily, in the pursuit of profits."

The association exists to enhance the contribution of amateur athletic competition to the process of higher education, said Justice White, a former All-American running back who was known as "Whizzer" during his playing days at the University of Colorado.

"In pursuing this goal," Justice White said, "the organization and its members seek to provide a public good—a viable system of amateur athletics—that most likely could not be provided in a perfectly competitive market."

While the Court's decision left televised college football in limbo, the ruling is not expected to have extensive applications to the N.C.A.A.'s other activities, according to one antitrust lawyer who reviewed the opinions.

Janet L. McDavid, with the Washington-based firm of Hogan & Hartson, said the justices appeared to have rendered an extremely narrow verdict.

"It seems to me the Court went out of its way to suggest that most of what the N.C.A.A. does, in regard to regulations, essentially maintains the character of amateur athletics and would survive antitrust challenges," she said. "Cooperation with the N.C.A.A. is needed to market football because it enables college football to preserve its unique character."

What the N.C.A.A. must do, if it wishes to continue to have a hand in negotiating television contracts, is to address the fundamental points of restricting the number of games that can be televised and the amount that can be paid for broadcasting rights, Ms. McDavid said.

# of College Football Telecasts

eligible to appear on television more than a total of six times and more than four times nationally, with the appearances to be divided equally between the two carrying networks. The number of exposures specified in the contracts also sets an absolute maximum on the number of games that can be broadcast.

Thus, although the current plan is more elaborate than any of its predecessors, it retains the essential features of each of them. It limits the total amount of televised intercollegiate football and the number of games that any one team may televise. No member is permitted to make any sale of television rights except in accordance with the basic plan.

Background of This Controversy

Beginning in 1979 CFA members began to advocate that colleges with major football programs should have a greater voice in the formulation of football television policy than they had in the NCAA. CFA therefore investigated the possibility of negotiating a television agreement of its own, developed an independent plan, and obtained a contract offer from the National Broadcasting Company. This contract, which it signed in August 1981, would have allowed a more liberal number of appearances for each institution, and would have increased the overall revenues realized by CFA members.

In response the NCAA publicly announced that it would take disciplinary action against any CFA member that complied with the CFA-NBC contract. The NCAA made it clear that sanctions would not be limited to the football programs of CFA members, but would apply to other sports as well. On September 8, 1981, respondents commenced this action in the United States District Court for the Western District of Oklahoma and obtained a preliminary injunction preventing the NCAA from initiating disciplinary proceedings or otherwise interfering with CFA's efforts to perform its agreement with NBC. Notwithstanding the entry of the injunction, most CFA members were unwilling to commit themselves to the new contractual arrangement with NBC in the face of the threatened sanctions and therefore the agreement was never consummated.

Decision of the District Court

After a full trial, the District Court held that the controls exercised by the NCAA over the televising of college football games violated the Sherman Act. The District Court defined the relevant market as "live college football television" because it found that alternative programming has a significantly different and lesser audience appeal. The District Court then concluded that the NCAA controls over college football are those of a "classic cartel" with an "almost absolute control over the supply of college football which is made available to the networks, to television advertisers, and ultimately to the viewing public. Like all other cartels, NCAA members have sought and achieved a price for their product which is, in most instances, artificially high. The NCAA cartel imposes production limits on its members, and maintains mechanisms for punishing cartel members who seek to stray from these production quotas. The cartel has established a uniform price for the products of each of the member producers, with no regard for the differing quality of these products or the consumer demand for these various products."

The District Court found that competition in the relevant market had been restrained in three ways: (1) NCAA fixed the price for particular telecasts; (2) its exclusive network contracts were tantamount to a group boycott of all other potential broadcasters and its threat of sanctions against its own members constituted a threatened boycott of potential competitors; and (3) its plan placed an artificial limit on the production of televised college football.

In the District Court the NCAA offered two principal justifications for its television policies: that they protected the gate attendance of its members and that they tended to preserve a competitive balance among the football programs of the various schools. The District Court rejected the first justification because the evidence did not support the claim that college football television adversely affected gate attendance. With respect to the "competitive balance" argument, the District Court found that the evidence failed to show that the NCAA regulations on matters such as recruitment and the standards for preserving amateurism were not sufficient to maintain an appropriate balance.

Decision of the Court of Appeals

The Court of Appeals held that the NCAA television plan constituted illegal *per se* price fixing. It rejected each of the three arguments advanced by NCAA to establish the procompetitive character of its plan.

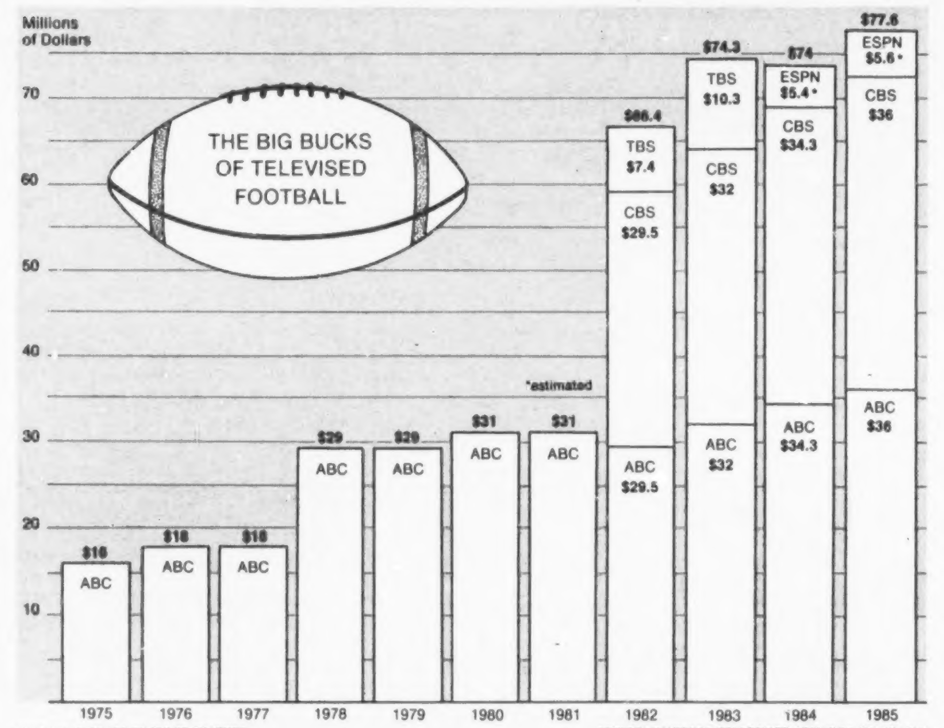
First, the court rejected the argument that the television plan promoted live attendance, noting that since the plan involved a concomitant reduction in viewership the plan did not result in a net increase in output and hence was not procompetitive.

Second, the Court of Appeals rejected as illegitimate the NCAA's purpose of promoting athletically balanced competition. It held that such a consideration amounted to an argument that "competition will destroy the market"—a position inconsistent with the policy of the Sherman Act. Moreover, assuming *arguendo* that the justification was legitimate, the court agreed with the District Court's finding "that any contribution the plan made to athletic balance could be achieved by less restrictive means."

Third, the Court of Appeals refused to view the NCAA plan as competitively justified by the need to compete effectively with other types of television programming, since it entirely eliminated competition between producers of football and hence was illegal *per se*.

Finally, the Court of Appeals concluded that even if the television plan were not *per se* illegal, its anticompetitive limitation on price and output was not offset by any procompetitive justification sufficient to save the plan even when the totality of the circumstances was examined. The case was remanded to the District Court for an appropriate modification in its injunctive decree.

II



CHRONICLE CHART BY TYLER FEATHER

SOURCE: NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

The size of the N.C.A.A.'s contracts for televised football games has grown dramatically in recent years, largely due to the addition of coverage by CBS, Turner Broadcasting, and the Entertainment and Sports Programming Network (ESPN).

There can be no doubt that the challenged practices of the NCAA constitute a "restraint of trade" in the sense that they limit members' freedom to negotiate and enter into their own television contracts. In that sense, however, every contract is a restraint of trade, and as we have repeatedly recognized, the Sherman Act was intended to prohibit only unreasonable restraints of trade.

It is also undeniable that these practices share characteristics of restraints we have previously held unreasonable. The NCAA is an association of schools which compete against each other to attract television revenues, not to mention fans and athletes. As the District Court found, the policies of the NCAA with respect to television rights are ultimately controlled by the vote of member institutions. By participating in an association which prevents member institutions from competing against each other on the basis of price or kind of television rights that can be offered to broadcasters, the NCAA member institutions have created a horizontal restraint—an agreement among competitors on the way in which they will compete with one another.

A restraint of this type has often been held to be unreasonable as a matter of law. Because it places a ceiling on the number of games member institutions may televise the horizontal agreement places an artificial limit on the quantity of televised football that is available to broadcasters and consumers. By restraining the quantity of television rights available for sale, the challenged practices create a limitation on output; our cases have held that such limitations are unreasonable restraints of trade.

Moreover, the District Court found that the minimum aggregate price in fact operates to preclude any price negotiation between broadcasters and institutions, thereby constituting horizontal price fixing, perhaps the paradigm of an unreasonable restraint of trade.

Horizontal price-fixing and output limitation are ordinarily condemned as a matter of law under an "illegal *per se*" approach because the probability that these practices are anticompetitive is so high; a *per se* rule is applied when "the practice facially appears to be one that would always or almost always tend to restrict competition and decrease output." *Broadcast Music, Inc.* v. *CBS*, 441 U.S. 1, 19-20 (1979). In such circumstances a restraint is presumed unreasonable without inquiry into the particular market context in which it is found. Nevertheless, we have decided that it would be inappropriate to apply a *per se* rule to this case.

This decision is not based on a lack of judicial experience with this type of arrangement, on the fact that the NCAA is organized as a nonprofit entity, or on our respect for the NCAA's historic role in the preservation and encouragement of intercollegiate amateur athletics. Rather, what is critical is that this case involves an industry in which horizontal restraints on competition are essential if the product is to be available at all.

As Judge Bork has noted: "[S]ome activities can only be carried out jointly. Perhaps the leading example is league sports. When a league of professional lacrosse teams is formed, it would be pointless to declare their cooperation illegal on the ground that there are no other professional lacrosse teams." R. Bork, The Antitrust Paradox 278 (1978). What the NCAA and its member institutions market in this case is competition itself—contests between competing institutions. Of course, this would be completely ineffective if there were no rules on which the competitors agreed to create and define the competition to be marketed. A myriad of rules affecting such matters as the size of the field, the number of players on a team, and the extent to which physical violence is to be encouraged or proscribed, all must be agreed upon, and all restrain the manner in which institutions compete.

Moreover, the NCAA seeks to market a particular brand of football—college football. The identification of this "product" with an academic tradition differentiates college football from and makes it more popular than professional sports to which it might otherwise be comparable, such as, for example, minor league baseball. In order to preserve the character and quality of the "product," athletes must not be paid, must be required to attend class, and the like. And the integrity of the "product" cannot be preserved except by mutual agreement; if an institution adopted such restrictions unilaterally, its effectiveness as a competitor on the playing field might soon be destroyed. Thus, the NCAA plays a vital role in enabling college football to preserve its character, and as a result enables a product to be marketed which might otherwise be unavailable. In performing this role, its actions widen consumer choice—not only the choices available to sports fans but also those available to athletes—and hence can be viewed as procompetitive.

Broadcast Music squarely holds that a joint selling arrangement may be so efficient that it will increase sellers' aggregate output and thus be procompetitive. Similarly, as we indicated in *Continental T. V., Inc.* v. *GTE Sylvania, Inc.*, 433 U.S. 36, 51-57 (1977), a restraint in a limited aspect of a market may actually enhance marketwide competition. Respondents concede that the great majority of the NCAA's regulations enhance competition among member institutions. Thus, despite the fact that this case involves restraints on the ability of member institutions to compete in terms of price and output, a fair evaluation of their competitive character requires consideration of the NCAA's justifications for the restraints.

Our analysis of this case under the Rule of Reason, of course, does not change the ultimate focus of our inquiry. Both *per se* rules and the Rule of Reason are employed "to form a judgment about the competitive significance of the restraint." *National Society of Professional Engineers* v. *United States*, 435 U.S. 679, 692 (1978). A conclusion that a restraint of trade is unreasonable may be "based either (1) on the nature or character of the contracts, or (2) on surrounding circumstances giving rise to the inference or presumption that they were intended to restrain trade and enhance prices. Under ei-

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Majority Opinion

Continued from Preceding Page

ther branch of the test, the inquiry is confined to a consideration of impact on competitive conditions."

Per se rules are invoked when surrounding circumstances make the likelihood of anticompetitive conduct so great as to render unjustified further examination of the challenged conduct. But whether the ultimate finding is the product of a presumption or actual market analysis, the essential inquiry remains the same—whether or not the challenged restraint enhances competition. Under the Sherman Act the criterion to be used in judging the validity of a restraint on trade is its impact on competition.

III

Because it restrains price and output, the NCAA's television plan has a signficant potential for anticompetitive effects. The findings of the District Court indicate that this potential has been realized. The District Court found that if member institutions were free to sell television rights, many more games would be shown on television, and that the NCAA's output restriction has the effect of raising the price the networks pay for television rights.

Moreover, the court found that by fixing a price for television rights to all games, the NCAA creates a price structure that is unresponsive to viewer demand and unrelated to the prices that would prevail in a competitive market. And, of course, since as a practical matter all member institutions need NCAA approval, members have no real choice but to adhere to the NCAA's television controls.

The anticompetitive consequences of this arrangement are apparent. Individual competitors lose their freedom to compete. Price is higher and output lower than they would otherwise be, and both are unresponsive to consumer preference.

This latter point is perhaps the most significant, since "Congress designed the Sherman Act as a 'consumer welfare prescription.' " (*Reiter* v. *Sonotone Corp.*, 442 U.S. 330, 343 (1979). A restraint that has the effect of reducing the importance of consumer preference in setting price and output is not consistent with this fundamental goal of antitrust law. Restrictions on price and output are the paradigmatic examples of restraints of trade that the Sherman Act was intended to prohibit. See *Standard Oil Co.* v. *United States*, 221 U.S. 1, 52-60 (1911). At the same time, the television plan eliminates competitors from the market, since only those broadcasters able to bid on television rights covering the entire NCAA can compete. Thus, as the District Court found, many telecasts that would occur in a competitive market are foreclosed by the NCAA's plan.

Petitioner argues, however, that its television plan can have no significant anticompetitive effect since the record indicates that it has no market power—no ability to alter the interaction of supply and demand in the market. We must reject this argument for two reasons, one legal, one factual.

As a matter of law, the absence of proof of market power does not justify a naked restriction on price or output. To the contrary, when there is an agreement not to compete in terms of price or output, "no elaborate industry analysis is required to demonstrate the anticompetitive character of such an agreement." Petitioner does not quarrel with the District Court's finding that price and output are not responsive to demand. Thus the plan is inconsistent with the Sherman Act's command that price and supply be responsive to consumer preference. We have never required proof of market power in such a case. This naked restraint on price and output requires some competitive justification even in the absence of a detailed market analysis.

As a factual matter, it is evident that petitioner does possess market power. The District Court employed the correct test for determining whether college football broadcasts constitute a separate market—whether there are other products that are reasonably substitutable for televised NCAA football games. Petitioner's argument that it cannot obtain supracompetitive prices from broadcasters since advertisers, and hence broadcasters, can switch from college football to other types of programming simply ignores the findings of the District Court. It found that intercollegiate football telecasts generate an audience uniquely attractive to advertisers and that competitors are unable to offer programming that can attract a similar audience. These findings amply support its conclusion that the NCAA possesses market power.

Indeed, the District Court's subsidiary finding that advertisers will pay a premium price per viewer to reach audiences watching college football because of their demographic characteristics is vivid evidence of the uniqueness of this product. Moreover, the District Court's market analysis is firmly supported by our decision in *International Boxing Club* v. *United States*, 358 U.S. 242 (1958), that championship boxing events are uniquely attractive to fans and hence constitute a market separate from that for nonchampionship events. Thus, respondents have demonstrated that there is a separate market for telecasts of college football which "rest[s] on generic qualities differentiating" viewers. *Times-Picayune Publishing Co.* v. *United States*, 345 U.S. 594, 613 (1953).

It inexorably follows that if college football broadcasts be defined as a separate market—and we are convinced they are—then the NCAA's complete control over those broadcasts provides a solid basis for the District Court's conclusion that the NCAA possesses market power with respect to those broadcasts. "When a product is controlled by one interest, without substitutes available in the market, there is monopoly power." *United States* v. *E. I. Du Pont de Nemours & Co.*, 351 U.S. 377, 394 (1956).

Thus, the NCAA television plan on its face constitutes a restraint upon the operation of a free market, and the findings of the District Court establish that it has operated to raise price and reduce output. Under the Rule of Reason, these hallmarks of anticompetitive behavior place upon petitioner a heavy burden of establishing an affirmative defense which competitively justifies this apparent deviation from the operations of a free market. We turn now to the NCAA's proffered justifications.

IV

Relying on *Broadcast Music*, petitioner argues that its television plan constitutes a cooperative "joint venture" which assists in the marketing of broadcast rights and hence is procompetitive. While joint ventures have no immunity from the antitrust laws, as *Broadcast Music* indicates, a joint selling arrangement may "mak[e] possible a new product by reaping otherwise unattainable efficiencies."

The essential contribution made by the NCAA's arrangement is to define the number of games that may be televised, to establish the price for each exposure, and to define the basic terms of each contract between the network and a home team. The NCAA does not, however, act as a selling agent for any school or for any conference of schools. The selection of individual games, and the negotiation of particular agreements, is a matter left to the networks and the individual schools. Thus, the effect of the network plan is not to eliminate individual sales of broadcasts, since these still occur, albeit subject to fixed prices and output limitations. Unlike *Broadcast Music*'s blanket license covering broadcast rights to a large number of individual compositions, here the same rights are still sold on an individual basis, only in a noncompetitive market.

The District Court did not find that the NCAA's television plan produced any procompetitive efficiencies which enhanced the competitiveness of college football television rights; to the contrary it concluded that NCAA football could be marketed just as effectively without the television plan. There is therefore no predicate in the findings for petitioner's efficiency justification. Indeed, petitioner's argument is refuted by the District Court's finding concerning price and output. If the NCAA's television plan produced procompetitive efficiencies, the plan would increase output and reduce the price of televised games. The District Court's contrary findings accordingly undermine petitioner's position. In light of these findings, it cannot be said that "the agreement on price is necessary to market the product at all." In *Broadcast Music*, the availability of a package product that no individual could offer enhanced the total volume of music that was sold. Unlike this case, there was no limit of any kind placed on the volume that might be sold in the entire market and each individual remained free to sell his

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Individual Colleges Free to Negotiate Own Television Contracts

Continued from Page 1

College Football Association—could also run afoul of antitrust laws.

The N.C.A.A., which had no immediate comment on the Court's decision, last week was planning a meeting of several members of its football TV committee, with the full panel to meet within two weeks.

The Supreme Court's decision, in effect, invalidated the N.C.A.A.'s contracts with ABC, CBS, and the Entertainment and Sports Programming Network (ESPN), a cable operation. But colleges could, if they chose, voluntarily go along with an N.C.A.A. television plan, and there was some speculation last week that because there is little time before the football season, many may do just that.

Wayne Duke, commissioner of the Big Ten Conference, said his league would prefer to stay within some N.C.A.A. plan.

Officials of ABC and CBS both said they were confident that television viewers will be watching college football in a few weeks.

At NBC-TV, which has only televised bowl games in the past few years, spokesmen said the network was exploring possibilities. The network said an umbrella organization is needed to maintain order.

Eric L. Kemmler, associate general counsel for ESPN, said his organization planned to "explore other ways to get college football this fall. We have avenues and some ideas."

Included is an arrangement with the Atlantic Coast Conference to televise their games, Mr. Kemmler said, adding there are continuing negotiations with Pennsylvania State University for television rights.

The Ivy League announced last week that it had contracted with Eastern Educational Network, a regional network of the Public Broadcasting Service, to telecast nine games to about 48 stations in the Northeast.

The College Football Association, a group of 63 universities with big-time football programs, is ready to negotiate television contracts. The association has already endorsed two alternative TV plans for the coming season.

Charles M. Neinas, the C.F.A.'s executive director, said last week, "The position of the universities has been vindicated; the property-rights theory has been upheld. The N.C.A.A. does not have exclusive rights over televised college football. There are a number of unanswered questions, but the C.F.A. is prepared to address them promptly."

Justice Byron R. White, in a footnote to his dissent from the Supreme Court's decision, warned that the C.F.A. plans included some features similar to those condemned by the Court, and the association might well have antitrust problems of its own.

The C.F.A. plans would still schedule games on Saturday, as is traditional, with no team appearing more than four times in a season. No team would be guaranteed an appearance, but a portion of money received would be divided among participating institutions, no matter how many times their teams were on TV.

Pay for Keeping Statistics

The N.C.A.A. would also benefit from the C.F.A. plans, receiving money to pay for its football-related services, such as keeping statistics.

To participate, institutions would have to sign a letter agreeing to the plan's provisions.

Eugene F. Corrigan, director of athletics at the University of Notre Dame and a key force in developing the C.F.A. contingency plans, said he was not surprised by the Supreme Court's decision, but was unsure of what will happen next.

"I don't know whether this means that conferences or groups like the C.F.A. cannot band together," he said. "Those are questions which have to be answered after the lawyers review the brief."

He said colleges and universities appeared to have four possible options:

- ► The N.C.A.A. could have a voluntary plan.
- ► The top 80 or so football powers could put together a plan.
- ► The Big 10 and Pacific-10 conferences, which serve geographic areas that have nearly 40 per cent of the television sets in the country, could be separate from the C.F.A. plan.
- ► Each institution could "do its own thing."

"Our personal preference," Mr. Corrigan said, "has been a coalition plan which would include the C.F.A., Pac-10, and Big 10 schools."

Big football powers apparently prefer the C.F.A. plan or control by their own conferences, since it would best protect their interests. The N.C.A.A. has 788 member colleges, 506 of which play football. Of those, 105 compete in Division I-A, the top level of competition.

James I. Tarman, athletic director at Pennsylvania State University, which fields a Division I-A team that is considered one of the country's powerhouses, issued a statement supporting a group plan.

"The worst scenario is that everybody is on their own," he said. "We don't feel that this scenario is in the best interests of Penn State or in the best interests of college football. We want to be a part of a national plan which is voluntary, but which option or which contingency is best is difficult to say."

Vince Dooley, football coach at the University of Georgia, which was one of the plaintiffs in the case, was elated by the Court's decision. "It is now important to move forward in the best interests of college football," he said. "The plan at Georgia will be to work within the framework of a national and conference package. Any individual considerations will come after those plans are put into effect."

But such national plans have colleges with smaller football programs worried that they will be ignored by the networks in favor of institutions.

'The Rich Getting Richer'

H. R. "Tubby" Raymond, football coach at the University of Delaware, a Division I-AA institution, said, "I envision the adage of the rich getting richer and I also envision more pressure for some schools to operate beyond the bounds of rules because of the financial pressure to succeed and attract television contracts."

He added that some small institutions in isolated areas might benefit from negotiating rights to regional broadcast of football games, but small institutions in or near large metropolitan areas will suffer.

"We are in the enormous urban area of Philadelphia and Baltimore, so it is unlikely that a I-AA team will attract a major television contract," Mr. Raymond said. "For us to go after anything big and lucrative doesn't make any sense."

The winningest active coach in college football, Eddie Robinson of Grambling State University, also a Division I-AA institution, said the Court's ruling "puts us in a tough position. I go with the Constitution and what the Supreme Court thinks, but I think it's going to have a negative effect on the future of Division I-AA, Division II, and Division III. We aren't going to be able to get a piece of the television pie."

He added that recruiting would also be affected, predicting that top players would go to institutions where they would have the greatest opportunity to appear on television.

—CHARLES S. FARRELL

own music without restraint. Here production has been limited, not enhanced. No individual school is free to televise its own games without restraint. The NCAA's efficiency justification is not supported by the record.

Neither is the NCAA's television plan necessary to enable the NCAA to penetrate the market through an attractive package sale. Since broadcasting rights to college football constitute a unique product for which there is no ready substitute, there is no need for collective action in order to enable the product to compete against its nonexistent competitors. This is borne out by the District Court's finding that the NCAA's television *reduces* the volume of television rights sold.

V

Throughout the history of its regulation of intercollegiate football telecasts, the NCAA has indicated its concern with protecting live attendance. This concern, it should be noted, is not with protecting live attendance at games which *are* shown on television; that type of interest is not at issue in this case. Rather, the concern is that fan interest in a televised game may adversely affect ticket sales for games that will not appear on television.

Although the N.O.R.C. studies in the 1950's provided some support for the thesis that live attendance would suffer if unlimited television were permitted, the District Court found that there was no evidence to support that theory in today's market. Moreover, as the District Court found, the television plan has evolved in a manner inconsistent with its original design to protect gate attendance. Under the current plan, games are shown on television during all hours that college football games are played. The plan simply does not protect live attendance by insuring that games will not be shown on television at the same time as live events.

There is, however, a more fundamental reason for rejecting this defense.

The NCAA's argument that its television plan is necessary to protect live attendance is not based on a desire to maintain the integrity of college football as a distinct and attractive product, but rather on a fear that the product will not prove sufficiently attractive to draw live attendance when faced with competition from televised games. At bottom the NCAA's position is that ticket sales for most college games are unable to compete in a free market. The television plan protects ticket sales by limiting output—just as any monopolist increases revenues by reducing output. By seeking to insulate live ticket sales from the full spectrum of competition because of its assumption that the product itself is insufficiently attractive to consumers, petitioner forwards a justification that is inconsistent with the basic policy of the Sherman Act. "[T]he Rule of Reason does not support a defense based on the assumption that competition itself is unreasonable."

VI

Petitioner argues that the interest in maintaining a competitive balance among amateur athletic teams is legitimate and important and that it justifies the regulations challenged in this case. We agree with the first part of the argument but not the second.

Our decision not to apply a *per se* rule to this case rests in large part on our recognition that a certain degree of cooperation is necessary if the type of competition that petitioner and its member institutions seek to market is to be preserved. It is reasonable to assume that most of the regulatory controls of the NCAA are justifiable means of fostering competition among amateur athletic teams and therefore procompetitive because they enhance public interest in intercollegiate athletics. The specific restraints on football telecasts that are challenged in this case do not, however, fit into the same mold as do rules defining the conditions of the contest, the eligibility of participants, or the manner in which members of a joint enterprise shall share the responsibilities and the benefits of the total venture.

The NCAA does not claim that its television plan has equalized or is intended to equalize competition within any one league. The plan is nationwide in scope and there is no single league or tournament in which all college football teams compete. There is no evidence of any intent to equalize the strength of teams in Division I-A with those in Division II or Division III, and not even a colorable basis for giving colleges that have no football program at all a voice in the management of the revenues generated by the football programs at other schools. The interest in maintaining a competitive balance that is asserted by the NCAA as a justification for regulating all television of intercollegiate football is not related to any neutral standard or to any readily identifiable group of competitors. The television plan is not even arguably tailored to serve such an interest. It does not regulate the amount of money that any college may spend on its football program, nor the way in which the colleges may use the revenues that are generated by their football programs, whether derived from the sale of television rights, the sale of tickets, or the sale of concessions or program advertising. The plan simply imposes a restriction on one source of revenue that is more important to some colleges than to others.

There is no evidence that this restriction produces any greater measure of equality throughout the NCAA than would a restriction on alumni donations, tuition rates, or any other revenue producing activity. At the same time, as the District Court found, the NCAA imposes a variety of other restrictions designed to preserve amateurism which are much better tailored to the goal of competitive balance than is the television plan, and which are "clearly sufficient" to preserve competitive balance to the extent it is within the NCAA's power to do so. And much more than speculation supported the District Court's findings on this score.

No other NCAA sport employs a similar plan, and in particular the court found that in the most closely analogous sport, college basketball, competitive balance has been maintained without resort to a restrictive television plan.

Perhaps the most important reason for rejecting the argument that the interest in competitive balance is served by the television plan is the District Court's unambiguous and well supported finding that many more games would be televised in a free market than under the NCAA plan.

The hypothesis that legitimates the maintenance of competitive balance as a procompetitive justification under the Rule of Reason is that equal competition will maximize consumer demand for the product. The finding that consumption will materially increase if the controls are removed is a compelling demonstration that they do not in fact serve any such legitimate purpose.

VII

The NCAA plays a critical role in the maintenance of a revered tradition of amateurism in college sports. There can be no question but that it needs ample latitude to play that role, or that the preservation of the student-athlete in higher education adds richness and diversity to intercollegiate athletics and is entirely consistent with the goals of the Sherman Act.

But consistent with the Sherman Act, the role of the NCAA must be to *preserve* a tradition that might otherwise die; rules that restrict output are hardly consistent with this role. Today we hold only that the record supports the District Court's conclusion that by curtailing output and blunting the ability of member institutions to respond to consumer preference, the NCAA has restricted rather than enhanced the place of intercollegiate athletics in the Nation's life. Accordingly, the judgment of the Court of Appeals is

Affirmed

Justice White's Dissent from Court's Ruling on NCAA Control of Football Telecasts

WASHINGTON

Following is the text of Justice Byron R. White's dissent from the Supreme Court's decision striking down the National Collegiate Athletic Association's control of televised college football. Justice William H. Rehnquist joined the opinion. Some citations and all but one footnote have been omitted.

The NCAA is an unincorporated, nonprofit, educational association whose membership includes almost 800 nonprofit public and private colleges and universities and more than 100 nonprofit athletic conferences and other organizations. Formed in 1905 in response to a public outcry concerning abuses in intercollegiate athletics, the NCAA, through its annual convention, establishes policies and rules governing its members' participation in college sports, conducts national championships, exerts control over some of the economic aspects of revenue-producing sports, and engages in some more-or-less commercial activities. Although some of the NCAA's activities, viewed in isolation, bear a resemblance to those undertaken by professional sports leagues and associations, the Court errs in treating intercollegiate athletics under the NCAA's control as a purely commercial venture in which colleges and universities participate solely, or even primarily, in the pursuit of profits. Accordingly, I dissent.

I

"While it would be fanciful to suggest that colleges are not concerned about the profitability of their ventures, it is clear that other, non-commercial goals play a central role in their sports programs." J. Weistart & C. Lowell, The Law of Sports §5.12 (1979). The NCAA's member institutions have designed their competitive athletic programs "to be a vital part of the educational system." Deviations from this goal, produced by a persistent and perhaps inevitable desire to "win at all costs," have in the past led, and continue to lead, to a wide range of competitive excesses that prove harmful to students and institutions alike. The fundamental policy underlying the NCAA's regulatory program, therefore, is to minimize such deviations and "to maintain intercollegiate athletics as an integral part of the education program and the athlete as an integral part of the student body and, by so doing, retain a clear line of demarcation between college athletics and professional sports."

The NCAA, in short, "exist[s] primarily to enhance the contribution made by amateur athletic competition to the process of higher education as distinguished from realizing the maximum return on it as an entertainment commodity." In pursuing this goal, the organization and its members seek to provide a public good—a viable system of amateur athletics—that most likely could not be provided in a perfectly competitive market.

"Without regulation, the desire of member institutions to remain athletically competitive would lead them to engage in activities that deny amateurism to the public. No single institution could confidently enforce its own standards since it could not trust its competitors to do the same." The history of intercollegiate athletics prior to the advent of the NCAA provides ample support for this conclusion. By mitigating what appears to be a clear failure of the free market to serve the ends and goals of higher education, the NCAA insures the continued availability of a unique and valuable product, the very existence of which might well be threatened by unbridled competition in the economic sphere.

LIBRARY OF CONGRESS

In dissent, Justice White argued that college sports should not be seen as "purely commercial."

In pursuit of its fundamental goal and others related to it, the NCAA imposes numerous controls on intercollegiate athletic competition among its members, many of which "are similar to those which are summarily condemned when undertaken in a more traditional business setting." Thus, the NCAA has promulgated and enforced rules limiting both the compensation of student-athletes, and the number of coaches a school may hire for its football and basketball programs; it also has prohibited athletes who formerly have been compensated for playing from participating in intercollegiate competition, restricted the number of athletic scholarships its members may award, and established minimum academic standards for recipients of those scholarships; and it has pervasively regulated the recruitment process, student eligibility, practice schedules, squad size, the number of games played, and many other aspects of intercollegiate athletics. One clear effect of most, if not all, of these regulations is to prevent institutions with competitively and economically successful programs from taking advantage of their success by expanding their programs, improving the quality of the product they offer, and increasing their sports revenues. Yet each of these regulations represents a desirable and legitimate attempt "to keep university athletics from becoming professionalized to the extent that profit making objectives would overshadow educational objectives." Significantly, neither the Court of Appeals nor this Court questions the validity of these regulations under the Rule of Reason.

Notwithstanding the contrary conclusion of the District Court, and the majority, I do not believe that the restraint under consideration in this case—the NCAA's television plan—differs fundamentally for antitrust purposes from the other seemingly anticompetitive aspects of the organization's broader program of self-regulation. The television plan, like many of the NCAA's actions, furthers several complementary ends. Specifically, the plan is designed "to reduce, insofar as possible, the adverse effects of live television . . . upon football game attendance and, in turn, upon the athletic and related educational programs dependent upon the proceeds therefrom; to spread football television participation among as many colleges as practicable; to reflect properly the image of universities as educational institutions; to promote college football through the use of television, to advance the overall interests of intercollegiate athletics, and to provide college football television to the public to the extent compatible with these other objectives." More generally, in my view, the television plan reflects the NCAA's fundamental policy of preserving amateurism and integrating athletics and education. Nor does the District Court's finding that the plan is intended to maximize television revenues warrant any implication that the NCAA and its member institutions pursue this goal without regard to the organization's stated policies.

Before addressing the infirmities in the Court's opinion, I should state my understanding of what the Court holds. To do so, it is necessary first to restate the essentials of the NCAA's television plan and to refer to the course of this case in the lower courts.

Under the plan at issue, four-year contracts were entered into the American Broadcasting Companies, Columbia Broadcasting System, and Turner Broadcasting System after competitive bidding. Every fall, ABC and CBS were to present 14 exposures of college football and Turner would show 19 evening games. The overall price for each network was stated in

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The Expanding Role of Television in College Football: a Chronology

1938: The first telecast of a college football game. In an experiment, a University of Pennsylvania game is broadcast from Franklin Field to the offices of the Philco Corporation. According to a briefing book prepared for the National Collegiate Athletic Association's football television committee in 1981: "As far as is known, there were six television sets in Philadelphia; and all were tuned to the game."

1940-1950: All University of Pennsylvania home football games are televised in Philadelphia.

1951: A committee reports to the N.C.A.A. convention in Dallas that "television does have an adverse effect on college football attendance and unless brought under control threatens to seriously harm the nation's overall athletic and physical system." A plan is developed allowing the televising of only one game per region per week, with a total blackout on 3 of the 10 Saturdays of the season. No team is permitted more than two appearances a year. The University of Pennsylvania challenges the plan and is declared by the N.C.A.A. a "member in bad standing," then agrees to abide by it.

1952: First national football telecast: the Rose Bowl, in which the University of Illinois defeats Stanford University, 40-7. The N.C.A.A. adopts a new policy stipulating that 12 games may be telecast nationally each year. Regional alternates are permitted, but no team may appear more than once a year. The N.C.A.A. accepts a bid of $1.1-million from the National Broadcasting Company, which, along with the sponsor, General Motors, selects the games.

1953: Fees for television rights rise to $1.7-million. In a case involving the National Football League, a federal court in Philadelphia rules that controlled TV contracts are legal restraints of trade.

1955: The one-appearance-per-team-per-season maximum is increased to two.

1959: Rights fees: $2.2-million.

1960: The N.C.A.A. accepts its first two-year contract, for $3.1-million per year, with the Columbia Broadcasting System. For the first time, "live" attendance at football games exceeds the levels of the late 1940's, before television.

1964: A two-year contract is awarded to NBC, which bid $6.5-million per year.

1966: The N.C.A.A. negotiates a two-year deal at $7.8-million per year directly with American Broadcasting Company. Under a series of two-year contracts, ABC continues to hold exclusive rights through 1977.

1977: The N.C.A.A. enters into its first four-year contract, with ABC, for the 1978-81 seasons, at an average of $30-million per year. The College Football Association is formed.

1980: Warner-Amex Cable Communications, wishing to televise Ohio State University football games, applies unsuccessfully to a federal court in Columbus for an antitrust injunction against ABC and the N.C.A.A.

May, 1981: The N.C.A.A. awards new four-year contracts to ABC and CBS, for 14 games per year on each network, with each paying almost $132-million. The association awards Turner Broadcasting System, Inc., a two-year, $18-million contract for cable-television rights.

July, 1981: The College Football Association signs a contract with NBC for $180-million for four years. N.C.A.A. threatens disciplinary action against members complying with the C.F.A. contract.

September, 1981: The Universities of Oklahoma and Georgia, initially with backing from the C.F.A., sue the N.C.A.A. in U.S. District Court in Oklahoma and obtain an injunction barring the N.C.A.A. from disciplining universities involved in the C.F.A. contract.

September, 1981: The University of Texas at Austin files, on behalf on C.F.A. members, a class-action suit against the N.C.A.A. in U.S. District Court in Austin, claiming that the association denies each member's right to televise its own games.

December, 1981: The C.F.A. announces that its agreement with NBC has been dissolved, due to lack of support from member institutions. With C.F.A. support, N.C.A.A. cuts its top football division from 137 to 94 teams.

June, 1982: Hearing of the Oklahoma-Georgia suit begins in Oklahoma City before a New Mexico District Court Judge, Juan G. Burciaga. All qualified judges in Oklahoma excused themselves because they were Oklahoma season-ticket holders.

August, 1982: Cox Broadcasting Corporation, ABC, and NBC are unsuccessful in Superior Court in Fulton County, Ga., in an attempt to gain an injuction against N.C.A.A. and Turner Broadcasting, claiming that cable telecasts violate network contracts.

August, 1982: University of Texas suit is dismissed.

September, 1982: Judge Burciaga rules that N.C.A.A. contracts violate the Sherman Antitrust Act by fixing prices for telecasts, restricting the number of telecasts, and acting as a "classic cartel." N.C.A.A. obtains an injunction, pending appeal.

May, 1983: The U.S. Court of Appeals for the Tenth Circuit turns down an N.C.A.A. petition for rehearing of the district court's decision. N.C.A.A. announces that it will appeal to the Supreme Court.

June, 1983: Supreme Court Justice Byron R. White grants a temporary stay of the lower-court rulings.

December, 1983: The Supreme Court announces that it will review the lower-court rulings.

March, 1984: The Supreme Court hears arguments in the N.C.A.A. appeal. ABC and CBS veto an N.C.A.A. plan to allow institutions to organize their own Saturday-night football telecasts.

May, 1984: The C.F.A. and the Big 10 and Pacific-10 Conferences discuss a joint football television plan. The N.C.A.A. signs a two-year, $11-million contract with the Entertainment and Sports Programming Network (ESPN) for rights to cable-television football coverage. The agreement allows telecasts of more games involving big-name teams than the previous cable agreement with Turner Broadcasting.

June 3, 1984: The C.F.A. approves two contingency television plans for 1984, one involving only C.F.A. members, the other also involving the Pacific-10 and the Big 10 Conferences.

June 27, 1984: The Supreme Court affirms, 7 to 2, the lower-court ruling, declaring that the N.C.A.A. contracts violate antitrust law.

Justice White's Dissent

Continued from Preceding Page

contracts. The networks select the games to be telecast and pay directly to the colleges involved what has developed to be a uniform fee for each game telecast. Unless within one of the exceptions, only the designated number of games may be broadcast, and no NCAA member may arrange for televising its games other than pursuant to the plan.

Under this scheme, of course, NCAA members must compete against one another for television appearances, although this competition is limited somewhat by the fact that no college may appear on television more than six times in any two-year period. In 1983, 242 games were televised, 89 network games and 153 under the exceptions provided in the television plan. In 1983, 173 schools appeared on television, 89 on network games and an additional 84 teams under the exceptions.

The District Court held that the plan constituted price fixing and output limitation illegal *per se* under §1 of the Sherman Act; it also held that the scheme was an illegal group boycott, was monopolization forbidden by §2, and was in any event an unreasonable restraint of trade. It then entered an injunction that for all practical purposes excluded the NCAA from interfering with or regulating its members' arrangements for televising their football games.

The Court of Appeals, while disagreeing with the boycott and monopolization holdings, otherwise upheld the District Court's judgment that the television plan violated the Sherman Act, focusing almost entirely on the price-fixing and output-limiting aspects of the television plan. The Court of Appeals, however, differed with the District Court with respect to the injunction. After noting that the injunction vested exclusive control of television rights in the individual schools, the court stated that, "while we hold that the NCAA cannot lawfully maintain exclusive control of the rights, how far such rights may be commonly regulated involves speculation that should not be made on the record of the instant case." The court expressly stated, for example, that the NCAA could prevent its members from telecasting games on Friday night in competition with high school games, emphasized that the disparity in revenue between schools could be reduced by "[a] properly drawn system of pass-over payments to insure adequate athletic funding for schools that do not earn substantial television revenues," and indicated that it was not outlawing "membership-wide contract[s] with opt-out and pass-over payment provisions, or blackout rules."

It nevertheless left the District Court's injunction in full force and remanded the case for further proceedings in light of its opinion. Anticipating that the Court would grant *certiorari*, I stayed the judgment of the Court of Appeals.

In affirming the Court of Appeals, the Court first holds that the television plan has sufficient redeeming virtues to escape condemnation as a *per se* violation of the Sherman Act, this because of the inherent characteristics of competitive athletics and the justifiable role of the NCAA in regulating college athletics. It nevertheless affirms the Court of Appeals' judgment that the NCAA plan is an unreasonable restraint of trade because of what it deems to be the plan's price-fixing and output-limiting aspects.

As I shall explain, in reaching this result, the Court traps itself in commercial antitrust rhetoric and ideology and ignores the context in which the restraints have been imposed. But it is essential at this point to emphasize that neither the Court of Appeals nor this Court purports to hold that the NCAA may not (1) require its members to televise their games to pool and share the compensation received among themselves, with other schools, and with the NCAA; (2) limit the number of times any member may arrange to have its games shown on television; or (3) enforce reasonable blackout rules to avoid head-to-head competition for television audiences. As I shall demonstrate, the Court wisely and correctly does not condemn such regulations. What the Court does affirm is the Court of Appeals' judgment that the NCAA may not limit the number of games that are broadcast on television and that it may not contract with an overall price that has the effect of setting the price for individual game broadcast rights.* I disagree with the Court in these respects.

II

"In a competitive market," the District Court observed, "each football-playing institution would be an independent seller of the right to telecast its football games. Each seller would be free to sell that right to any entity it chose," and "for whatever price it could get." Under the NCAA's television plan, member institutions' competitive freedom is restrained because, for the most part, television rights are bought and sold, not on a per-game basis, but as a package deal. With limited exceptions not particularly relevant to antitrust scrutiny of the plan, broadcasters wishing to televise college football must be willing and able to purchase a package of television rights without knowing in advance the particular games in which these rights apply. The real negotiations over price and terms take place between the broadcasters and the NCAA rather than between the broadcasters and the individual schools. Knowing that some games will be worth more to them than others, the networks undoubtedly exercise whatever bargaining power they posess to insure that the minimum aggregate compensation they agree to provide for the package bears some relation to the average value to them of the games they anticipate televising. Because some schools' games contribute disproportionately to the total value of the package, the manner in which the minimum aggregate compensation is distributed among schools whose games are televised has given rise to a situation under which less-prominent schools receive more in rights fees than they would receive in a competitive market and football powers like respondents receive less.

As I have said, the Court does not hold, nor did the Court of Appeals hold, that this redistributive effect alone would be sufficient to subject the television plan to condemnation under §1 of the Sherman Act. Nor should it, for an agreement to share football revenues to a certain extent is an essential aspect of maintaining some balance of strength among competing colleges and of minimizing the tendency to professionalism in the dominant schools. Sharing with the NCAA itself is also a price legitimately exacted in exchange for the numerous benefits of membership in the NCAA, including its many-faceted efforts to maintain a system of competitive, amateur athletics.

For the same reasons, limiting the number of television appearances by any college is an essential attribute of a balanced amateur athletic system. Even with shared television revenues, unlimited appearances by a few schools would inevitably give them an insuperable advantage over all others and in the end defeat any efforts to maintain a system of athletic competition among amateurs who measure up to college scholastic requirements.

The Court relies instead primarily on the District Court's findings that (1) the television plan restricts output; and (2) the plan creates a noncompetitive price structure that is unresponsive to viewer demand. These findings notwithstanding, I am unconvinced that the television plan has a substantial anticompetitive effect.

First, it is not clear to me that the District Court employed the proper measure of output. I am not prepared to say that the District Court's finding that "many more college football games would be televised" in the absence of the NCAA controls is clearly erroneous. To the extent that output is measured solely in terms of the number of televised games, I need not deny that it is reduced by the NCAA's television plan. But this measure of output is not the proper one. The District Court found that eliminating the plan would reduce the number of games on network television and increase the number of games shown locally and regionally. It made no finding concerning the effect of the plan on total viewership.

Continued on Page 28, Column 1

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* This litigation was triggered by the NCAA's response to an attempt by the College Football Association, an organization of the more dominant football-playing schools and conferences, to develop an independent television plan. To the extent that its plan contains features similar to those condemned as anticompetitive by the Court, the CFA may well have antitrust problems of its own. To the extent that they desire continued membership in the NCAA, moreover, participation in a television plan developed by the CFA will not exempt football powers like respondents from the many kinds of NCAA controls over television appearances that the Court does not purport to invalidate

Justice White's Dissent

Continued from Page 26

which is the more appropriate measure of output or, at least, of the claimed anti-competitive effects of the NCAA plan. This is the NCAA's position, and it seems likely to me that the television plan, by increasing network coverage at the expense of local broadcasts, actually expands the total television audience for NCAA football. The NCAA would surely be an irrational "profit maximizer" if this were not the case. In the absence of a contrary finding by the District Court, I cannot conclude that respondents carried their burden of showing that the television plan has an adverse effect on output and is therefore anticompetitive.

Second, and even more important, I am unconvinced that respondents have proved that any reduction in the number of televised college football games brought about by the NCAA's television plan has resulted in an anticompetitive increase in the price of television rights. The District Court found, of course, that "the networks are actually paying the large fees because the NCAA agrees to limit production. If the NCAA would not agree to limit production, the networks would not pay so large a fee." Undoubtedly, this is true. But the market for television rights to college football competitions should not be equated to the markets for wheat or widgets. Reductions in output by monopolists in most product markets enable producers to exact a higher price for *the same product*. By restricting the number of games that can be televised, however, the NCAA creates a *new product*—exclusive television rights—that are more valuable to networks than the products that its individual members could market independently.

The television plan makes a certain number of games available for purchase by television networks and limits the incidence of head-to-head competition between football telecasts for the available viewers. Because competition is limited, the purchasing network can count on a larger share of the audience, which translates into greater advertising revenues and, accordingly, into larger payments per game to the televised teams. There is thus a relationship between the size of the rights payments and the value of the product being purchased by the networks; a network purchasing a series of games under the plan is willing to pay more than would one purchasing the same games in the absence of the plan since the plan enables the network to deliver a larger share of the available audience to advertisers and thus to increase its own revenues. In short, by focusing only on the price paid by the networks for teleivsion rights rather than on the nature and quality of the product delivered by the NCAA and its member institutions, the District Court, and this Court as well, may well have deemed anticompetitive a rise in price that more properly should be attributed to an increase in output, measured in terms of viewership.

Third, the District Court's emphasis on the prices paid for particular games seems misdirected and erroneous as a matter of law. The distribution of the minimum aggregate fees among participants in the television plan is, of course, not wholly based on a competitive price structure that is responsive to viewer demand and is only partially related to the value those schools contribute to the total package the networks agree to buy. But as I have already indicated, this "redistribution" of total television revenues is a wholly justifiable, even necessary, aspect of maintaining a system of truly competitive college teams. As long as the NCAA cannot artificially fix the price of the entire package and demand supercompetitive prices, this aspect of the plan should be of little concern. And I find little, if anything, in the record to support the notion that the NCAA has power to extract from the television networks more than the broadcasting rights are worth in the marketplace.

III

Even if I were convinced that the District Court did not err in failing to look to total viewership, as opposed to the number of televised games, when measuring output and anticompetitive effect and in failing fully to consider whether the NCAA possesses power to fix the package price, as opposed to the distribution of that package price among participating teams, I would nevertheless hold that the television plan passes muster under the Rule of Reason.

The NCAA argues strenuously that the plan and the network contracts "are part of a joint venture among many of the nation's universities to create a product—high-quality college football—and offer that product in a way attractive to both fans in the stadiums and viewers on [television]. The cooperation in producing the product makes it more competitive against other [television] (and live) attractions." The Court recognizes that, "[i]f the NCAA faced 'interbrand' competition from available substitutes, then certain forms of collective action might be appropriate in order to enhance its ability to compete." It rejects the NCAA's proffered procompetitive justification, however, on the ground that college football is a unique product for which there are no available substitutes and "there is no need for collective action in order to enable the product to compete against its nonexistent competitors." This proposition is singularly unpersuasive.

It is one thing to say that "NCAA football is a unique product," that "intercollegiate football telecasts generate an audience uniquely attractive to advertisers and that competitors are unable to offer programming that can attract a similar audience." It is quite another, in my view, to say that maintenance or enhancement of the quality of NCAA football telecasts is unnecessary to enable those telecasts to compete effectively against other forms of entertainment. The NCAA has no monopoly power when competing against other types of entertainment. Should the quality of the NCAA's product "deteriorate to any perceptible degree or should the cost of 'using' its product rise, some fans undoubtedly would turn to another form of entertainment. . . . Because of the broad possibilities for alternative forms of entertainment," the NCAA "properly belongs in the broader 'entertainment' market rather than in . . . [a] narrower marke[t]" like sports or football.

The NCAA has suggested a number of plausible ways in which its television plan might enhance the ability of college football telecasts to compete against other forms of entertainment. Although the District Court did conclude that the plan is "not necessary for effective marketing of the product," 546 F. Supp., at 1307, its finding was directed only at the question whether college football telecasts would continue in the absence of the plan. It made no explicit findings concerning the effect of the plan on viewership and thus did not reject the factual premise of the NCAA's argument that the plan might enhance competition by increasing the market penetration of NCAA football. The District Court's finding that network coverage of NCAA football would likely decrease if the plan were struck down, in fact, strongly suggests the validity of the NCAA's position. On the record now before the Court, therefore, I am not prepared to conclude that the restraints imposed by the NCAA's television plan are "such as may suppress or even destroy competition" rather than "such as merely regulat[e] and perhaps thereby promot[e] competition."

IV

Finally, I return to the point with which I began—the essentially noneconomic nature of the NCAA's program of self-regulation. Like Judge Barrett, who dissented in the Court of Appeals, I believe that the lower courts "erred by subjugating the NCAA's educational goals (and, coincidentally, those which Oklahoma and Georgia insist must be maintained in any event) to the purely competitive commercialism of [an] 'every school for itself' approach to television contract bargaining." Although the NCAA does not enjoy blanket immunity from the antitrust laws, it is important to remember that the Sherman Act "is aimed primarily at combinations having commercial objectives and is applied only to a very limited extent to organizations . . . which normally have other objectives."

The fact that a restraint operates on nonprofit educational institutions as distinguished from business entities is as "relevant in determining whether that particular restraint violates the Sherman Act" as is the fact that a restraint affects a profession rather than a business. The legitimate noneconomic goals of colleges and universities should not be ignored in analyzing restraints imposed by associations of such institutions on their members, and these noneconomic goals "may require that a particular practice, which could properly be viewed as a violation of the Sherman Act in another context, be treated differently." The Court of Appeals, like the District Court, flatly refused to consider what it termed "noneconomic" justifications advanced by the NCAA in support of the television plan. It was of the view that our decision in *National Society of Professional Engineers* v. *United States*, 435 U.S. 679 (1978), precludes reliance on noneconomic factors in assessing the reasonableness of the television plan. This view was mistaken, and I note that the Court does not in so many words repeat this error.

Professional Engineers did make clear that antitrust analysis usually turns on "competitive conditions" and "economic conceptions." Ordinarily, "the inquiry mandated by the Rule of Reason is whether the challenged agreement is one that promotes competition or one that suppresses competition." The purpose of antitrust analysis, the Court emphasized, "is to form a judgment about the competitive significance of the restraint; it is not to decide whether a policy favoring competition is in the public interest, or in the interest of the members of an industry." Broadly read, these statements suggest that noneconomic values like the promotion of amateurism and fundamental educational objectives could not save the television plan from condemnation under the Sherman Act.

But these statements were made in response to "public interest" justications proffered in defense of a ban on competitive bidding imposed by practitioners engaged in standard, profit-motivated commercial activities. The primarily noneconomic values pursued by educational institutions differ fundamentally from the "overriding commercial purpose of [the] day-to-day activities" of engineers, lawyers, doctors, and businessmen, and neither *Professional Engineers* nor any other decision of this Court suggests that associations of nonprofit educational institutions must defend their self-regulatory restraints solely in terms of their competitive impact, without regard for the legitimate noneconomic values they promote.

When these values are factored into the balance, the NCAA's television plan seems eminently reasonable. Most fundamentally, the plan fosters the goal of amateurism by spreading revenues among various schools and reducing the financial incentives toward professionalism. As the Court observes, the NCAA imposes a variety of restrictions perhaps better suited than the television plan for the preservation of amateurism. Although the NCAA does attempt vigorously to enforce these restrictions, the vast potential for abuse suggests that measures, like the television plan, designed to limit the rewards of professionalism are fully consistent with, and essential to the attainment of, the NCAA's objectives. In short, "[t]he restraints upon Oklahoma and Georgia and other colleges and universities with excellent football programs insure that they confine those programs within the principles of amateurism so that intercollegiate athletics supplement, rather than inhibit, educational achievement." The collateral consequences of the spreading of regional and national appearances among a number of schools are many: the television plan, like the ban on compensating student-athletes, may well encourage students to choose their schools, at least in part, on the basis of educational quality by reducing the perceived economic element of the choice; it helps insure the economic viability of athletic programs at a wide variety of schools with weaker football teams; and it "promot[es] competitive football among many and varied amateur teams nationwide."

These important contributions, I believe, are sufficient to offset any minimal anticompetitive effects of the television plan.

For all of these reasons, I would reverse the judgment of the Court of Appeals. At the very least, the Court of Appeals should be directed to vacate the injunction of the District Court pending the further proceedings that will be necessary to amend the outstanding injunction to accommodate the substantial remaining authority of the NCAA to regulate the telecasting of its members' football games.

Witnesses at Hearing Clash over Regulation of Academic Standards for College Athletes

WASHINGTON

Several witnesses at a Senate hearing last week said the job of policing college sports should be left to the National Collegiate Athletic Association and its members, but one said that would be "like putting Dracula in charge of the blood bank."

The witness, Harry Edwards, a sports sociologist and associate professor of sociology at the University of California at Berkeley, said that only with federal intervention would colleges move away from the "dumb jock syndrome."

The testimony came as the Senate Subcommittee on Education, Arts, and Humanities held hearings on legislation to improve academic standards and educational opportunities for college athletes. Sen. Howard M. Metzenbaum, Democrat of Ohio, said legislation might be needed to end the abuse of college athletes.

"As far as I'm concerned," he said, "every student is in college to receive, first and foremost, an education and a degree. In far too many cases, a student-athlete leaves school with neither."

Several witnesses, including John L. Toner, president of the N.C.A.A. and athletic director at the University of Connecticut, said the N.C.A.A. was taking steps to change that. Academic standards for athletes have already been improved, Mr. Toner said, and he argued that a new rule that athletes must make "progress toward a degree" will improve the athletes' graduation rate.

Dean Smith, basketball coach at the University of North Carolina, also questioned federal involvement in college athletics, while declaring that standards of eligibility for athletes should be raised even higher. "Universities are supposed to lead society, not reflect society," he said.

Mr. Smith also called for "no-cut contracts" for athletes. He would guarantee an athlete financial aid for four years—or however long it takes the player to earn a degree, regardless of whether he or she makes the team or is injured and cannot play. Athletic scholarships are now awarded on a year-to-year basis.

Mr. Smith said he would also make freshmen ineligible to play varsity sports, thereby giving them time to establish themselves as students.

It was Mr. Edwards who was most critical of the *status quo* in intercollegiate athletics. The exaggerated emphasis on sports begins when an athlete is in high school, he said, and by the time an athlete reaches college, nothing is demanded of him intellectually. Even with the best of intentions, he said, "we have created what can only be termed a 'collegiate athletic arms race.' "

Senator Metzenbaum said that while federal legislation on college athletics was unlikely in the near future, the N.C.A.A. should look toward making its own improvements. "If we don't police our problems now," he said, "and move in the appropriate direction of fairness to these athletes, then there will be legislation involved down the line."

—CHARLES S. FARRELL

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Average Faculty Salaries at 1,900 Colleges: See Page 15

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News Summary

Articles on inside pages

A newly elected officer of the Southern Baptist Convention has criticized two Baylor University professors—one for his religious beliefs and the other for his scientific views. Story on Page 3.

Robert Coles disagrees with social scientists who say children are traumatized by the threat of nuclear war. Story on Page 5.

Computer manufacturers have been asked by a consortium of universities to develop microcomputers for education that can all use the same software. Story on Page 12.

The Administration's choice of seven new members for the National Endowment for the Humanities' advisory council has been attacked. Story on Page 13.

A coalition of education associations has asked the Administration to raise the limit on guaranteed loans for students at expensive graduate schools. Story on Page 13.

Two education leaders in Congress have charged the Education Department with trying to change a longstanding procedure for disbursing Pell Grants. Story on Page 14.

A former lecturer at the University of Sarajevo has been sentenced to prison for "posing as a counter-revolutionary threat" to Yugoslav society. Story on Page 23.

Faculty members at Simon Fraser University in British Columbia have accepted a pay reduction for the coming year. Story on Page 23.

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Football Powers Spurn NCAA's TV Proposal; Big 10 and Pac-10 Won't Join Alternate Plan

Byers warns that networks, not colleges, are now in control

CHRONICLE PHOTOGRAPH BY JOHN C. PHILLIPS

The N.C.A.A.'s Walter Byers, telling member institutions last week: "College football is in a buyer's market, it is not in a seller's market."

By **CHARLES S. FARRELL**

CHICAGO

The National Collegiate Athletic Association last week lost its bid to maintain a role in negotiating television contracts for college football. Members of its top competitive section, Division I-A, voted to reject a new plan for televising games that the association put forth.

A day after that action, taken at a meeting of I-A and I-AA representatives here, the Big 10 and Pacific-10 Conferences announced that they would not join in a coalition with the College Football Association to televise football games, preferring to negotiate their own pact. The C.F.A., composed of 63 major football powers, vowed to proceed with its own plan.

However, Walter Byers, executive director of the N.C.A.A., predicted that the television networks, not the colleges, would dictate what games would be seen on television. It is probable, he said, that the N.C.A.A. has lost forever its control over televised college football.

The association's 33-year monopoly was ended late last month when the Supreme Court ruled that the exclusive control it demanded was in violation of federal antitrust laws. But the Supreme Court ruling did not directly prohibit the N.C.A.A. from developing a new, voluntary plan, provided it passed the scrutiny of U.S. District Court Judge Juan G. Burciaga in Oklahoma City.

In a decision that eventually led to the Supreme Court ruling, Judge Burciaga struck down the association's contracts with television networks two years ago, after the Universities of Georgia and Oklahoma challenged them.

The N.C.A.A. responded to the Supreme Court's ruling with a plan that would have created a time slot on Saturdays reserved for national telecasts of football games,

Continued on Page 21, Column 1

Negotiations on Scholarly Exchanges with Soviets Will Resume Soon, State Department Announces

WASHINGTON

State Department officials said last week that negotiations would resume shortly with the Soviet Union over a new agreement for cultural, scientific, and scholarly exchanges between the two countries.

"We have provided the Soviets with a proposed text for a new agreement and expect formal negotiations to begin in the near future," the spokesman said. The discussions are to be held in Moscow under the supervision of Arthur A. Hartman, U.S. Ambassador to the Soviet Union.

The announcement of plans to resume negotiations came less than two weeks after President Reagan told a group of scholars attending a meeting on Soviet-American exchanges that "nothing is more worthy of our attention than finding ways to reach out and establish better communication with the people and the government of the Soviet Union."

Expired in 1979

Administration officials indicated last August that the United States was prepared to resume negotiations on the agreement, but the plans were abandoned in September after the destruction of a South Korean airliner that had strayed into Soviet airspace.

The "umbrella" agreement on exchanges between the two countries was first signed in 1958, and many of the subsequent cultural, educational, and scientific and technical exchanges were organized under it.

The agreement expired in 1979 and has never been renewed, at least in part because of U.S. displeasure over the Soviet invasion of Afghanistan, the arrest in 1980 of Andrei D. Sakharov, and Russian support for Poland's military government. While some scientific and scholarly exchanges have continued since the expiration, there have been no exchanges of performing-arts or cultural groups since 1979.

—MALCOLM G. SCULLY

College Business Officers Fault TIAA, Eye Flexible Pensions

By **ROBERT L. JACOBSON**

CHICAGO

Leaders of the National Association of College and University Business Officers, adopting a committee report that strongly criticized the Teachers Insurance and Annuity Association and the College Retirement Equities Fund, agreed last week to help colleges and universities develop more-flexible alternatives for their employees' retirement savings.

The action, by NACUBO's board of directors, came at the association's annual meeting here. It was the first such move by a national organization in higher education since the development of widespread dissatisfaction with T.I.A.A.-C.R.E.F. programs and policies over the past several years.

In a brief statement issued in New York, the companies said the NACUBO report would receive "careful review" by their officials and by a special committee that their boards of trustees created earlier this year to consider future goals.

The business officers' main concern was the apparent refusal of the two huge pension companies to expand the range of choices for longstanding participants, who have already contributed billions of dollars to their fixed and variable annuity plans and who may wish to move some of that "old money"—including earnings—into other investment vehicles.

Participants in T.I.A.A. and C.R.E.F. include about 350,000 faculty members and other employees at about 1,500 colleges and universities.

Recently the companies, whose com-

Continued on Page 20, Column 1

Agriculture Research and Public Policy

Agriculture colleges are broadening traditional areas of research to include social-policy topics, including costs and benefits of various agricultural practices. Story on Page 9.

FACT-FILE

Average 1983-84 Salaries for Full-Time Faculty Members at More than 1,900 U.S. Colleges and Universities

The following table shows 1983-84 average faculty salaries, reported in thousands of dollars, at 1,972 colleges and universities.

The figures were collected, processed and tabulated for the American Association of University Professors by Maryse Eymonerie Associates, McLean, Va.

The table shows average salaries by rank for full-time members of the instructional staff, excluding faculty members in preclinical and clinical medicine.

The salary figures, which have been adjusted to a nine-month basis, do not include fringe benefits.

A table showing national average salaries and average salary increases by rank, and by type and control of institution, was published in the June 20 issue of *The Chronicle*.

The designations I, IIA, IIB, IIC, III, and IV are defined in the rating table on the right. The ratings show the percentile distributions of salaries for each academic rank. Institutions in category IV do not have standard academic ranks. Average salaries at those institutions are listed in the column headed "Inst" (instructors).

A blank space indicates that an institution has no faculty members at that rank. A dash indicates that five or fewer faculty members hold that rank; to protect the confidentiality of individual salaries, those figures are not published by the association. An asterisk denotes church-related institutions that reported salaries for lay faculty members only. The table omits footnotes qualifying the figures reported by some institutions.

The full salary report, which includes fringe-benefit figures and average salaries by rank and sex, may be purchased for $25 (prepaid) from the American Association of University Professors, 1012 14th Street, N.W., Suite 500, Washington 20005.

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama A&M U, IIA	28.4	25.4	21.5	17.0
Alabama St U, IIA	28.0	25.4	21.4	17.8
Alexander City St JC, IV				21.8
Athens St C, IIB	29.1	26.1	23.0	
Auburn U, I	34.8	27.3	22.7	16.9
Birmingham-Southern C, IIB	27.4	21.5	20.7	—
Brewer St JC, IV				21.1
Chattahoochee Valley CC, IV				21.6
Concordia C, III			12.5	—
Faulkner St JC, IV				22.1
George C Wallace St CC				
Dothan, IV				22.2
Selma, IV				21.7
Huntingdon C, IIB	23.4	21.1	18.6	15.3
Jacksonville St U, IIA	29.7	28.7	23.4	20.7
Jefferson St JC, IV				22.7
John C Calhoun St CC, IV				21.7
Judson C, IIB	23.2	—	19.8	—
Livingston U, IIB	24.3	19.2	16.6	14.6
Lurleen Wallace St JC, IV				20.4
Mobile C, IIC	20.1	18.3	16.3	14.7
NE Alabama St JC, IV				21.3
NW Alabama St JC, IV				20.9
Oakwood C, IIB	17.4	16.7	15.5	14.4
Southeastern Bible C, IV				10.4
Spring Hill C*, IIB	28.8	22.5	19.5	—
Stillman C, IIB	—	17.0	16.8	13.5
Talladega C, IIB	—	17.7	16.4	—
Troy St U, IIA	30.3	23.5	21.0	16.0
Dothan-Ft Rucker, IIA	—	24.6	23.0	—
Montgomery, IIA	18.1	22.7	20.2	—
Tuskegee Inst, IIA	27.1	22.4	19.1	15.6
U of Alabama, I	36.5	27.6	23.0	16.1
Birmingham, I	36.5	27.6	22.2	18.1
Huntsville, IIA	35.7	27.5	21.9	18.1
U of Montevallo, IIA	26.9	23.8	20.8	14.6
U of South Alabama, IIA	31.6	25.5	22.2	19.8
Wallace St CC at Hanceville, IV				20.6

ALASKA

	Prof	Assoc Prof	Asst Prof	Inst
Alaska Pacific U, IIC	—	27.3	24.3	—
U of Alaska				
Anchorage, IIA	53.4	42.0	34.3	28.5
Fairbanks, IIA	59.4	46.9	38.2	31.6
Juneau, IIB	—	43.1	35.5	—
Anchorage CC, IV				40.2
Kenai Peninsula CC, IV				39.0
Ketchikan CC, IV				32.6
Kodiak CC, IV				42.0
Kuskokwim CC, IV				46.7
Matanuska-Susitna CC, IV				36.1
Prince William Sound CC, IV				37.4
Tanana Valley CC, IV				39.9

ARIZONA

	Prof	Assoc Prof	Asst Prof	Inst
American Grad Sch of Intl Management, IIC	32.4	27.0	24.6	—
Arizona St U, I	40.5	31.0	25.0	19.5
Arizona Western C, IV				23.6
Cochise C, IV				21.8
C of Ganado, III		—	—	14.5
Eastern Arizona C, IV				24.9
Grand Canyon C, IIB	26.0	21.7	17.8	
Maricopa County CC				
Glendale CC, IV				34.3
Maricopa Tech CC, IV				32.3
Mesa CC, IV				33.9
Phoenix C, IV				34.4
Scottsdale CC, IV				33.4
So Mountain CC, IV				26.5
Mojave CC, IV				22.5
Navajo CC, IV				18.8
Nothern Arizona U, IIA	36.2	29.3	24.1	19.7
Pima CC, IV				24.8
U of Arizona, I	41.8	31.0	25.3	23.1
Yavapai C, IV				26.9

ARKANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Arkansas C, IIB	28.8	23.6	21.6	—
Arkansas St U at Beebe, III		—	21.3	—
Arkansas Tech U, IIB	26.4	23.6	21.5	18.5
Central Baptist C, IIC	19.0	—	—	—
C of the Ozarks, IIB	18.5	16.6	15.2	—
Garland County CC, IV				17.4
Harding U, IIB	24.6	21.0	18.1	—
Hendrix C, IIB	29.2	24.7	20.6	
Mississippi County CC, IV				17.1
Ouachita Baptist U, IIA	28.7	24.0	20.1	17.0
Southern Arkansas U, IIA	27.3	24.3	21.3	15.4
Southern Baptist C, IV				11.7
U of Arkansas, I	34.1	26.6	22.5	17.4
Little Rock, IIA	34.3	26.5	21.8	18.0
Pine Bluff, IIB	26.3	23.2	20.6	16.5
U of Central Ark, IIA	30.2	25.4	21.3	18.9

CALIFORNIA

	Prof	Assoc Prof	Asst Prof	Inst
Allan Hancock C, IV				27.5
American Baptist Sem of the West, IIC	26.4			
Antelope Valley C, IV				29.4
Barstow C, IV				33.5
Biola U, IIA	28.7	24.0	19.5	16.8
Cal Baptist C, IIB	24.7	20.2	17.5	—
Cal C of Arts & Crafts, IIC	21.9	18.7		
Cal C of Podiatric Med, IIC	38.0	30.5	—	
Cal Inst of the Arts, IIC				23.9
Cal Inst of Tech, I	52.3	36.4	31.4	16.7
Cal Lutheran C, IIA	31.2	25.1	20.5	19.2
Cal Maritime Acad, IIC	—	25.8	23.5	—
California St U's				
Bakersfield, IIA	36.6	28.7	22.8	—
Chico, IIA	36.8	28.0	23.0	—
Dominguez Hills, IIA	36.2	28.0	23.1	—
Fresno, IIA	37.0	28.2	22.8	20.3
Fullerton, IIA	36.9	28.7	22.9	—
Hayward, IIA	36.8	28.4	23.1	20.0
Humboldt, IIA	36.6	28.1	23.4	—
Long Beach, IIA	37.2	28.8	23.0	21.0
Los Angeles, IIA	36.8	28.5	23.4	—
Northridge, IIA	36.9	28.3	23.4	20.6
Poly St U at San Luis Obispo, IIA	36.2	28.3	23.3	20.9
Sacramento, IIA	36.7	28.3	23.3	20.4
San Bernardino, IIA	36.0	28.2	23.1	—
San Diego St U, IIA	37.3	28.8	23.7	21.1
San Francisco St U, IIA	36.9	27.7	22.9	20.0
San Jose St U, IIA	37.1	28.3	23.2	20.7
Sonoma St U, IIA	36.9	28.9	23.3	—
Stanislaus, IIA	36.9	28.2	22.6	20.6
St Poly U at Pomona, IIA	36.7	27.7	23.0	
California Western Sch of Law, IIC	49.0	41.0	—	
Cerritos C, III	37.4	33.5	31.7	29.3
Cerro Coso CC, III	31.2	29.7	—	
Chabot C, IV				35.0
Chapman C, IIA	32.8	26.7	21.9	
Christ C Irvine, IIB	22.4	—	17.3	
Christian Heritage C, IIB	—	19.2	—	
Church Divinity Sch of the Pacific, IIB	31.3	—		
Claremont Grad Sch, I	46.6	32.9	27.0	
Claremont McKenna C, IIB	39.3	29.1	24.7	—
Coast CC District				
Golden West C, IV				34.8
Orange Coast C, IV				35.1
C of the Desert, III	33.7	30.6	23.7	—
C of Marin, IV				33.5
C of Notre Dame, IIA	28.0	20.3	16.9	—
C of the Redwoods, IV				31.9
C of the Siskiyous, IV				27.5
Contra Costa CC System				
Contra Costa C, IV				34.8
Diablo Valley C, IV				35.5
Los Medanos C, IV				32.4
Cuesta C, IV				32.8
Cuyamaca C, IV				28.3
Cypress C, IV				32.8
Feather River C, IV				25.0

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Fuller Theol Sem, IIC	28.1	23.9	23.1	—
Fullerton C, IV				34.4
Glendale CC, IV				31.9
Grossmont C, IV				30.3
Hartnell C, IV				30.9
Harvey Mudd C, IIC	43.3	—	26.4	—
Holy Names C, IIA	—	21.4	18.3	—
Indian Valley C, IV				31.5
Lake Tahoe CC, IV				28.3
Laney C, IV				30.8
Loma Linda U, IIC	22.4	21.5	19.8	18.4
LA Baptist C, IIB	—	20.0	—	16.1
LA C of Chiropractic, IIC	25.6	—	—	15.0
LA CC District				
American River C, IV				31.3
Consumnes River C, IV				31.1
Sacramento City C, IV				31.4
Loyola Marymount U, IIA	42.2	30.9	25.1	—
Menlo C, IV				28.0
Merced C, IV				32.7
Mills C, IIA	38.0	27.5	21.0	—
Mira Costa C, IV				33.7
Monterey Inst of Intl Studies, IIA	—	23.7	20.0	16.2
Monterey Peninsula C, IV				29.3
Mt Saint Mary's C, IIB	28.0	23.1	20.1	17.3
Mt San Jacinto C, IV				31.1
Napa C, IV				27.1
Naval Postgrad Sch, IIC	42.7	32.6	25.7	
New C of California, IIB				11.5
Occidental C, IIB	38.0	29.2	23.5	22.0
Ohlone C, III	34.5	32.3	28.9	27.2
Otis Art Inst of Parsons Sch of Design, IV				27.5
Pacific Christian C, IIC	24.0	—	—	
Pacific Oaks C, IIA				16.2
Pacific Sch Religion, IIC	29.4	—	—	
Pacific Union C, IIB	23.1	22.2	20.9	19.2
Palmer C of Chiropractic-West, IIC		—	—	20.2
Palo Verde C, IV				25.7
Pepperdine U, IIA	39.9	31.4	26.6	24.7
Point Loma C, IIB	28.5	22.9	18.3	16.3
Pomona C, IIB	40.9	30.2	24.3	—
Porterville C, III	33.0	28.0	25.3	—
Riverside City C, IV				32.7
St Mary's C of Cal*, IIA	36.1	27.8	22.7	—
San Diego CC District				
San Diego City C, IV				29.2
San Diego Mesa C, IV				30.1
San Diego Miramar C, IV				27.4
San Fran Theol Sem, IIC	30.3	—	—	
San Joaquin Delta C, IV				36.3
Santa Barbara City C, IV				28.8
Scripps C, IIB	35.5	26.7	21.5	—
Southern Cal C, IIB	30.0	26.4	23.4	—
Southwestern C, IV				32.6
Stanford U, I	54.6	38.0	29.9	
Taft C, IV				34.2
U of California				
Berkeley, I	45.2	29.5	25.2	
Davis, I	40.3	28.1	23.2	
Hastings C Law, IIC	56.7	—	—	
Irvine, I	41.9	28.9	24.5	
Los Angeles, I	43.5	29.3	24.6	
Riverside, I	39.5	27.4	22.5	
San Diego, I	42.1	28.2	23.3	
San Francisco, IIC	46.3	33.3	31.7	—
Santa Barbara, I	40.8	28.6	23.7	
Santa Cruz, I	40.1	27.6	22.5	—
U of La Verne, IIA	31.1	23.4	18.2	
U of the Pacific, IIA	35.6	28.4	24.0	26.5
U of Redlands, IIA	34.0	27.1	24.1	—
U of San Diego*, IIA	40.6	28.2	24.0	—
U of San Francisco, IIA	45.2	34.0	28.6	19.8
U of Southern Cal, I	48.3	33.5	27.6	25.8
Ventura County CC				
Moorpark C, IV				32.0
Oxnard C, IV				30.5
Ventura C, IV				31.7
Victor Valley C, IV				30.2
West Hills C, IV				31.3
West Valley C, IV				31.7
Westmont C, IIB	27.3	22.5	19.4	—
Whittier C, IIA	33.3	27.1	21.7	19.5
World C West, III	18.1			

COLORADO

	Prof	Assoc Prof	Asst Prof	Inst
Adams St C, IIA	30.5	24.8	22.2	—
Arapahoe CC, IV				22.9
Blair JC, IV				9.9
Colorado C, IIB	40.9	29.8	21.5	—
Colorado Mountain C, III	25.9	22.5	19.4	—
Colo NW CC, IV				26.5
Colo Sch of Mines, IIC	40.5	30.5	25.1	24.3
Colorado St U, I	35.8	28.2	24.4	19.8
Colorado Tech C, IIC	—	13.6	13.3	11.0
CC of Denver				
Auraria, IV				22.3
North, IV				23.0
Red Rocks, IV				22.7
Denver Conservative Baptist Theol Sem, IIC	21.4	18.5	—	
Lamar CC, IV				17.2
Mesa C, IIB	27.6	24.4	19.6	17.3
Metropolitan St C, IIB	31.0	25.6	22.2	18.7
Nazarene Bible C, III	19.4	—	—	
Northeastern JC, IV				23.6
Otero JC, IV				22.3
Parks College, IV				12.2
Pikes Peak CC, IV				23.1
Pueblo Vocational CC, IV				21.9
Regis C, IIB	29.9	24.4	19.4	—
Trinidad St JC, IV				20.9
U of Colorado				
Boulder, I	36.6	28.6	25.3	19.9
Colorado Springs, IIA	34.5	28.4	23.5	19.9
Denver, IIA	35.5	28.4	24.7	20.4
Health Science Center, IIC	38.3	31.9	26.1	23.0
U of Denver, I	37.3	27.9	23.9	23.0
U of Northern Colo, I	31.9	24.6	21.2	18.5
U of Southern Colo, IIB	31.4	27.1	22.3	—
Western Bible C, IIC		—	24.5	—
W St C of Colorado, IIA	30.8	24.4	20.6	15.4

AAUP Rating Scale

Category I: Doctoral Institutions

	1 +	1	2	3	4
Professor	$50,350	$45,110	$41,400	$39,130	$36,460
Associate professor	34,830	32,550	30,600	29,290	27,640
Assistant professor	28,470	25,920	25,040	24,220	23,060
Instructor	23,750	21,560	19,840	18,770	17,320

Category IIA: Comprehensive Institutions

	1 +	1	2	3	4
Professor	$40,830	$36,930	$35,070	$32,520	$30,160
Associate professor	31,700	29,690	27,960	26,820	24,800
Assistant professor	26,450	24,110	23,150	22,320	20,870
Instructor	22,540	20,450	19,180	18,130	16,870

Note: Institutions that are characterized by diverse post-baccalaureate programs, but do not engage in significant doctorate-level education.

Category IIB: Baccalaureate Institutions

	1 +	1	2	3	4
Professor	$38,030	$32,470	$29,130	$26,470	$23,420
Associate professor	29,820	26,780	24,340	22,120	19,880
Assistant professor	24,320	22,010	20,500	19,070	17,520
Instructor	21,500	19,080	17,580	16,250	14,900

Category IIC: Specialized Institutions

	1 +	1	2	3	4
Professor	$45,870	$36,190	$29,340	$25,180	$21,270
Associate professor	35,410	30,500	25,260	22,180	18,990
Assistant professor	29,000	25,070	21,770	[illegible]9,090	17,040
Instructor	24,890	20,110	17,860	15,860	13,600

Category III: 2-Year Institutions with Academic Ranks

	1 +	1	2	3	4
Professor	$36,210	$33,440	$29,900	$27,200	$24,690
Associate professor	32,190	28,430	25,880	24,080	21,290
Assistant professor	26,970	23,860	22,000	20,480	18,470
Instructor	23,750	20,330	18,790	17,180	15,620

Category IV: 2-Year Institutions Without Academic Ranks

1 +	1	2	3	4
$33,750	$27,470	$23,810	$20,800	$17,430

Note: Scales are based on actual distributions of institutions by average salary in 1983-84. Percentile rankings are as follows: 1 + = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $43,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $41,400 but less than $45,110.

CONNECTICUT

	Prof	Assoc Prof	Asst Prof	Inst
Albertus Magnus C, IIB	25.7	22.5	18.9	—
Asnuntuck CC, III	—	24.2	—	—
Central Conn St U, IIA	37.2	28.6	25.8	21.2
Connecticut C, IIA	35.2	27.6	21.5	—
Eastern Conn St U, IIB	36.5	29.3	23.4	—
Fairfield U, IIA	35.6	29.8	25.2	—
Greater Hartford CC, III	30.1	26.9	22.8	—
Greater New Haven Tech C, III		—	24.2	22.9
Hartford Grad Center, IIC	31.8	28.0	27.5	
Hartford Seminary, IIC	24.8			
Manchester CC, III	29.9	25.4	22.7	19.9
Mattatuck CC, III	25.9	28.2	24.4	—
Middlesex CC, III	29.7	26.6	24.4	—
NW Connecticut CC, III	32.0	26.0	—	19.4
Post C, III	—	24.5	19.4	—
Quinnipiac C, IIB	35.0	28.5	22.8	—
Sacred Heart U, IIB	31.2	25.2	20.0	17.8
Saint Joseph C, IIB	27.1	23.0	20.5	16.9
South Central CC, III	28.7	25.9	21.4	—
Southern Conn St U, IIA	37.4	30.1	26.5	22.6
Thames Valley St Tech C, III	33.8	28.4	24.3	—
Trinity C, IIA	42.1	30.5	22.9	—
US Coast Guard Acad, IIC	44.6	35.4	—	
U of Bridgeport, IIA	40.8	31.6	26.7	23.1
U of Connecticut, I	44.5	32.2	26.7	23.5
U of Hartford, IIA	35.0	27.9	23.4	—
U of New Haven, IIA	31.4	27.7	22.4	—
Waterbury St Tech C, III	34.3	30.0	26.4	—
Wesleyan U, IIA	43.0	30.1	23.7	22.0
W Connecticut St C, IIA	35.5	28.9	24.6	18.8
Yale U, I	52.1	31.9	25.1	20.7

DELAWARE

	Prof	Assoc Prof	Asst Prof	Inst
Delaware St C, IIB	33.4	26.0	22.2	17.8
Delaware Tech & CC				
Southern, IV				23.2
Stanton-Wilmington, IV				22.8
Terry, IV				21.8
Goldey Beacom C, IIC	—	21.5	20.2	—
U of Delaware, I	43.4	30.6	24.6	20.1

DISTRICT OF COLUMBIA

	Prof	Assoc Prof	Asst Prof	Inst
American U, I	38.5	29.1	25.6	22.2

DISTRICT OF COLUMBIA—Cont.

	Prof	Assoc Prof	Asst Prof	Inst
Catholic U, I	35.3	27.6	22.2	18.2
Corcoran Sch of Art, IIC	—	20.6	17.8	
Gallaudet C, IIA	38.6	31.8	24.7	19.4
George Washington U, I	44.7	32.2	25.2	18.8
Georgetown U, I	51.1	35.0	25.7	19.6
Howard U, I	40.1	30.9	25.3	21.4
Mt Vernon C, IIB	—	—	21.1	—
Strayer C, IIC	—	24.9	19.9	17.0
Trinity C, IIB	29.8	22.8	18.4	—
U of District of Columbia, IIA	41.1	32.9	26.8	23.4
Wesley Theol Sem, IIC	33.0	—	—	—

FLORIDA

	Prof	Assoc Prof	Asst Prof	Inst
Art Inst of Ft Lauderdale, IV				15.6
Barry U, IIA	28.5	24.1	20.4	—
Bethune Cookman C, IIB	22.5	22.9	18.2	16.6
Saint Thomas of Villanova U*, IIB	21.6	20.8	18.5	15.8
C of Boca Raton, III		20.6	22.1	14.3
Eckerd C, IIB	28.5	23.5	20.5	
Edward Waters C, IIB		16.0	15.1	—
Florida A&M U, IIA	32.1	27.1	22.2	17.3
Florida Inst of Tech, IIA	30.8	26.1	20.8	15.4
Florida International U, IIA	36.5	27.9	23.6	17.9
Florida St U, I	37.8	27.0	22.8	20.4
Hillsborough CC, III	25.1	20.4	15.8	14.7
Jacksonville U, IIB	24.4	19.3	18.1	—
Lake-Sumter CC, IV				21.2
Miami-Dade CC, III	28.1	23.3	19.0	16.0
Morris JC of Bus, IV				8.2
Nova U, I	42.6	35.2	25.0	
Okaloosa-Walton JC, IV				23.6
Saint Johns River CC, IV				18.3
Saint Leo C*, IIB	26.2	19.0	16.7	—
SE C of Assemblies of God, IIC	23.6	19.8	19.4	—
Stetson U, IIA	32.0	24.6	21.8	15.4
Tampa Tech Inst, III	19.9	16.4	13.2	
U of Central Fla, IIA	36.2	28.3	23.6	17.6
U of Florida, I	39.9	29.6	25.9	18.5
U of Miami, I	39.9	29.7	23.9	20.4

Continued on Following Page

FACT-FILE—Continued

FLORIDA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of North Florida, IIA	36.3	27.6	23.0	16.4
U of South Florida, I	37.0	27.9	23.3	21.2
U of Tampa, IIB	30.1	23.2	18.9	—
U of West Florida, IIA	34.2	27.7	22.9	19.6
Webber C, III	—	18.0	—	

GEORGIA

	Prof	Assoc Prof	Asst Prof	Inst
Abraham Baldwin Ag C, III	29.4	24.6	22.0	19.0
Agnes Scott C, IIB	30.3	25.2	20.4	—
Albany JC, III	—	25.5	22.1	—
Atlanta JC, III	—	25.3	22.6	—
Atlanta U, IIA	29.2	23.8	21.5	—
Augusta C, IIA	35.5	27.9	22.0	19.2
Bainbridge JC, III		24.9	20.9	—
Brewton-Parker C, III		16.6	12.8	—
Brunswick JC, III	—	27.0	21.1	17.2
Clark C, IIB	27.6	20.9	17.1	14.9
Clayton JC, III	28.2	24.4	22.5	20.8
Columbus C, IIA	30.9	26.7	22.0	19.1
Floyd JC, III	32.9	24.5	21.2	17.1
Gainesville JC, III	28.0	25.1	20.8	18.2
Georgia C, IIA	31.3	25.6	21.4	17.9
Georgia Inst of Tech, IIC	44.8	32.9	28.8	23.3
Georgia Southern C, IIA	32.9	27.5	22.1	16.0
Georgia SW C, IIA	31.3	27.7	22.3	18.9
Georgia St U, I	42.1	31.1	25.3	18.2
Kennesaw C, IIB	36.0	29.2	24.7	20.2
La Grange C, IIB	27.0	23.7	19.6	—
Macon JC, III	—	25.9	22.1	16.4
Mercer U, IIB	37.2	28.2	22.3	18.8
Atlanta, IIB	24.8	22.2	19.8	18.1
S Sch of Pharmacy, IIC	—	23.3	21.3	
North Georgia C, IIA	31.2	26.1	23.0	18.3
Oglethorpe U, IIB	32.4	23.0	19.3	
Paine C, IIB	—	22.0	19.1	18.1
Savannah St C, IIB	33.3	26.1	23.0	20.2
South Georgia C, III	—	27.3	23.0	19.1
Spelman C, IIB	29.0	23.2	19.4	16.2
Thomas County CC, III	—	—	17.1	
Toccoa Falls C, IIC	—	—	16.3	—
U of Georgia, I	43.6	31.1	24.3	18.2
Valdosta St C, IIB	32.5	26.9	23.4	19.0
Waycross JC, III		—	22.1	—
Wesleyan C, IIB	21.3	19.0	18.6	—
West Georgia C, IIA	32.9	27.0	22.7	17.1

HAWAII

	Prof	Assoc Prof	Asst Prof	Inst
Chaminade U, IIB	24.2	20.2	19.4	14.4
Hawaii Loa C, IIB	—	20.4	17.7	—
Hawaii Pacific C, IIC	—	26.6	20.6	9.0
U of Hawaii				
Hilo, IIB	34.1	27.2	22.1	—
Honolulu CC, IV				25.1
Kapiolani CC, IV				26.9
Kauai CC, IV				24.6
Leeward CC, IV				25.9
Manoa, I	37.9	28.8	23.3	19.6
Maui CC, IV				25.6
West Oahu C, IIB	—	24.2	—	—
Windward CC, IV				24.6

IDAHO

	Prof	Assoc Prof	Asst Prof	Inst
Boise St U, IIA	29.1	24.6	21.1	18.1
C of Idaho, IIB	24.9	25.8	17.5	
C of Southern Idaho, III	25.6	22.2	20.5	22.5
Idaho St U, IIA	29.1	24.2	20.4	19.4
Lewis-Clark St C, IIB	26.5	23.2	20.1	—
NW Nazarene C, IIB	24.4	19.8	—	15.8
U of Idaho, I	32.6	26.2	22.6	—

ILLINOIS

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	35.7	28.4	22.8	18.9
Aurora C, IIB	28.3	24.3	21.3	
Barat C, IIB	19.0	—	15.7	12.7
Belleville Area C, IV				30.3
Black Hawk C				
East campus, III	—	24.5	19.7	—
Quad-Cities, III	31.4	26.2	21.2	17.7
Blackburn C, IIB				21.4
Bradley U, IIA	34.8	28.2	23.4	19.4
Carl Sandburg C, IV				22.6
Chicago St U, IIA	28.6	23.9	19.8	17.1
Christ Seminary-Seminex, IIC	29.8	—		
City C's of Chicago				
City-Wide C, III	34.0	27.8	25.7	20.5
Kennedy-King C, III	36.7	33.8	30.5	25.8
Loop C, III	36.3	33.2	29.2	22.9
Malcolm X C, III	34.5	29.8	28.5	25.0
Olive-Harvey C, III	35.0	33.8	29.9	22.5
Richard Daley C, III	35.6	33.5	31.1	19.7
Truman C, III	35.7	33.1	27.0	19.2
Wright C, III	38.1	34.4	30.8	20.9
C of DuPage, IV				31.3
C of Lake County, IV				29.3
C of Saint Francis, IIB	—	24.8	21.7	—
Columbia C, IIB				27.7
Danville Area CC, IV				23.7
DePaul U, IIA	37.5	30.2	24.3	19.3
Dr William M. Scholl C Podiatric Med, IIC	—	33.2	26.6	
Eastern Illinois U, IIA	29.8	24.3	20.5	17.9
Elgin CC, IV				25.9
Elmhurst C, IIB	31.7	25.7	21.5	18.7
Eureka C, IIB	24.6	19.3	16.5	
Garrett-Evangelical Theol Sem, IIC	31.7	—	—	
George Williams C, IIA	28.0	20.6	18.9	—
Greenville C, IIB	20.3	18.3	15.4	
Highland CC, IV				23.9
Illinois Benedictine C, IIB	30.5	24.7	21.2	
Illinois C, IIB	29.1	25.4	18.2	—
Illinois C of Optometry, IIC	—	33.1	26.3	—
Illinois Eastern CC System				
Frontier CC, IV				18.0
Lincoln Trail C, IV				19.6
Olney Central C, IV				22.1
Wabash Valley C, IV				21.3
Illinois Inst of Tech, I	43.7	33.4	26.7	19.5
Illinois St U, I	33.4	27.0	22.2	17.6
Illinois Wesleyan U, IIB	32.8	25.8	20.9	18.9
John A Logan C, IV				27.8
John Wood CC, IV				16.1
Joliet JC, IV				30.0
Judson C, IIB	24.2	20.8	16.8	
Kankakee CC, IV				21.4
Kendall C, IIB	—		16.9	11.7

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Knox C, IIB	32.8	26.3	19.9	—
Lake Forest C, IIB	35.8	30.1	22.6	19.6
Lake Land C, IV				22.6
Lewis & Clark CC, III	28.3	25.0	23.0	19.7
Lewis U, IIA	24.5	21.9	19.7	16.8
Lincoln Christian C, IIC	20.0	—	—	—
Loyola U of Chicago, I	39.2	31.1	25.1	22.9
McCormick Theol Sem, IIC	29.9	—	—	—
McHenry County C, IV				24.3
McKendree C, IIB	26.4	21.8	20.7	19.6
MacMurray C, IIB	25.8	22.4	19.2	15.4
Millikin U, IIB	31.7	25.8	21.0	17.1
Moraine Valley CC, III	31.7	26.0	21.5	18.6
Morton C, IV				27.0
National C of Chiropractic, IIC	27.8	23.0	18.3	15.5
National C of Ed, IIC				21.6
North Central C, IIB	31.5	26.5	21.0	19.1
North Park C & Theol Sem, IIB	27.6	23.6	19.5	17.1
Northeastern Ill U, IIA	29.3	24.4	22.2	
Northern Illinois U, I	35.1	29.0	22.3	15.4
Northwestern U, I	46.8	30.9	27.4	—
Olivet Nazarene C, IIB	24.4	21.3	18.1	—
Principia C, IIB	30.6	25.9	20.2	16.3
Quincy C, IIB	26.6	23.0	19.7	16.6
Richland CC, III	26.5	23.4	22.0	18.2
Rockford C, IIB	28.3	22.8	20.5	—
Roosevelt U, IIA	27.9	23.1	20.6	—
Rosary C, IIA	—	24.9	20.2	—
St Louis U-Parks C, IIC	26.8	22.2	17.7	—
Saint Xavier C, IIB	29.8	25.2	20.6	18.7
Sangamon St U, IIA	33.5	28.0	23.8	—
Sauk Valley C, III	26.7	24.5	21.2	16.2
Sch of the Art Inst of Chicago, IIC	30.2	24.8	20.8	
Seabury-Western Theol Seminary, IIC	18.3	—		—
Shawnee C, IV				20.2
Southeastern Illinois C, IV				18.6
Southern Illinois U				
Carbondale, I	34.9	26.9	22.3	18.9
Edwardsville, IIA	32.5	27.3	24.0	18.3
Spertus C of Judaica, IIC	29.9	—		
Spoon River C, IV				24.6
Springfield C*, IV				15.9
State CC, IV				19.6
Thornton CC, IV				28.1
Trinity Christian C, IIB	28.4	25.9	22.7	18.8
Trinity C, IIB	—	19.8	17.5	—
Trinity Evangelical Divinity Sch, IIC	18.9	21.3	18.6	
Triton C, IV				28.6
U of Chicago, I	50.1	32.9	28.6	21.6
U of Illinois				
Chicago, I	41.6	30.3	24.8	18.6
Urbana-Champaign, I	44.0	30.7	27.2	25.3
Western Illinois U, IIA	30.8	25.5	22.2	16.0
Wheaton C, IIA	29.2	24.6	19.6	
William R Harper C, III	38.7	33.1	26.9	22.4

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Ball St U, I	32.8	26.3	21.3	14.6
Butler U, IIA	31.1	25.9	20.7	16.1
Calumet C, IIB	22.0	18.4	15.8	—
DePauw U, IIB	35.7	28.9	22.2	
Earlham C, IIB	30.4	23.4	19.1	
Ft Wayne Bible C, IIC	—	18.7	16.5	—
Goshen C, IIB	22.1	19.3	17.2	—
Grace C, IIB	25.0	21.7	19.8	
Hanover C, IIB	34.4	25.2	18.9	16.7
Huntington C, IIB	—	20.1	16.2	—
Indiana Central U, IIA	28.5	24.0	20.2	17.4
Indiana St U, IIA	31.8	25.5	20.8	15.8
Evansville, IIB	31.1	25.6	21.8	16.5
Indiana U				
Bloomington, I	38.3	28.2	24.0	—
East, III	—	24.1	18.3	
Kokomo, IIB	30.1	25.6	21.6	
Northwest, IIA	36.5	28.6	21.5	—
South Bend, IIA	33.3	27.3	22.2	—
Southeast, IIB	31.2	24.7	18.5	
Indiana U–Purdue U				
Fort Wayne, IIA	33.2	27.3	21.5	18.2
Indianapolis, IIA	36.6	26.9	21.6	15.0
Manchester C, IIB	27.4	22.5	18.4	—
Oakland City C, III	17.4	15.2	14.9	—
Purdue U, I	42.5	30.4	25.2	18.8
Calumet, IIA	35.1	27.5	22.7	16.2
North Central, III	32.0	27.1	21.6	
Rose-Hulman Inst of Tech, IIC	37.5	31.0	24.5	
Saint Joseph's C*, IIB	25.3	23.0	21.1	—
Saint Mary's C, IIB	35.3	28.2	22.0	—
Taylor U, IIB	24.7	22.1	20.0	—
Tri-State U, IIB	34.6	22.5	19.5	—
U of Evansville, IIA	30.7	25.9	22.1	18.6
U of Notre Dame, I	44.2	34.0	27.7	26.8
Valparaiso U, IIA	32.0	25.7	21.3	16.6
Vincennes U, III	27.5	22.8	19.5	17.0

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C, IIB	26.1	23.0	20.3	17.5
Central U of Iowa, IIB	29.7	25.9	21.2	18.6
Clarke C, IIB	—	20.8	18.0	16.2
Coe C, IIB	32.0	26.0	21.1	18.1
Cornell C, IIB	30.4	24.9	20.4	—
Des Moines Area CC, IV				21.7
Divine Word C, IIB	—		17.1	
Dordt C, IIB	26.4	24.2	21.2	19.2
Drake U, IIA	29.8	24.3	20.6	17.5
Eastern Iowa CC District				
Clinton CC, IV				20.1
Muscatine CC, IV				20.2
Scott CC, IV				18.5
Ellsworth CC, IV				21.6
Graceland C, IIB	23.2	20.1	17.6	—
Grand View C, IIB	26.1	22.6	18.3	—
Grinnell C, IIB	37.9	26.8	21.5	—
Iowa Central CC, III	—	23.7	23.9	20.9
Iowa Lakes CC, IV				21.3
Iowa St U, I	36.8	29.0	23.6	17.0
Iowa Wesleyan C, IIB	19.7	16.0	15.6	13.6
Iowa Western CC, III	26.6	22.8	20.3	15.0
Marshalltown CC, IV				21.1
Marycrest C, IIB	—	20.5	18.8	—
Morningside C, IIB	25.4	20.6	18.7	16.3
Mt Mercy C, IIB	—	22.1	20.3	17.0
North Iowa Area CC, IV				23.3
Northeast Iowa Tech Inst, IV				17.4

IOWA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
NW Iowa Tech C, IV				18.7
Northwestern C, IIB	25.2	23.3	20.0	16.1
Palmer C of Chiropractic, IIC	33.6	23.9	20.6	17.8
Saint Ambrose C*, IIB	28.9	25.6	22.4	20.0
Simpson C, IIB	26.9	23.5	20.4	18.3
Southeastern CC, IV				21.4
U of Dubuque, IIB	26.6	23.2	19.5	—
U of Iowa, I	39.4	29.8	24.7	21.5
U of Northern Iowa, IIA	32.1	26.4	22.2	18.4
U of Osteopathic Med & Health Sci, IIC	54.4	37.8	39.4	—
Upper Iowa U, IIB	—	—	13.2	—
Wartburg C, IIB	26.1	22.6	19.3	—
Wartburg Theol Sem, IIC	26.6	—	—	
Westmar C, IIB	22.4	—	17.6	17.3
William Penn C, IIB	20.6	18.7	17.1	15.4

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Allen County CJC, IV				19.8
Barton County CC, IV				20.4
Benedictine C, IIB	24.5	20.3	17.3	16.4
Bethany C, IIB	26.0	21.5	18.2	—
Bethel C, IIB	21.3	19.2	16.2	—
Butler County CC, IV				21.4
Coffeyville CC, IV				18.4
Cowley County CC, IV				22.7
Emporia St U, IIA	29.3	24.6	22.5	—
Ft Hays St U, IIA	28.8	24.2	21.0	17.8
Ft Scott CC, IV				18.7
Friends Bible C, IIC	—		11.4	
Garden City CC, IV				21.2
Hutchinson CC, IV				23.1
Johnson County CC, IV				26.1
Kansas City CC, IV				22.7
Kansas Newman C, IIB	—	17.3	17.0	14.9
Kansas St U, I	34.9	26.8	22.2	18.3
Kansas Tech Inst, III	—	24.9	22.9	—
Kansas Wesleyan, IIB	20.1	15.2	15.7	
Manhattan Christian C, IIC	17.0	15.2	—	
Marymount C of Kan, IIB	—	17.6	14.8	12.1
Mid-America Nazarene C, IIB	23.4	20.0	17.9	16.0
Neosho County CC, IV				21.7
Ottawa U, IIB	22.1	19.4	16.4	—
Pittsburg St U, IIA	27.7	23.9	22.6	—
Pratt CC, IV				18.9
Saint John's C, IIB	—	19.1	18.3	16.3
Saint Mary C, IIB	—	—	—	14.8
Seward County CC, IV				21.3
Southwestern C, IIB	27.2	[illegible]	21.2	18.8
Tabor C, IIB	21.2	—	17.1	—
U of Kansas, I	37.2	26.9	24.2	16.9
Washburn U, IIB	36.2	29.9	22.2	18.5
Wichita St U, IIA	34.7	26.8	22.2	17.0

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C, III	—	—	—	12.0
Ashbury C, IIB	26.2	21.6	19.1	15.6
Asbury Theol Sem, IIC	27.8	24.8	—	
Bellarmine C, IIC	30.4	25.8	20.0	—
Berea C, IIB	31.0	25.4	20.6	18.0
Brescia C, IIB	—	22.6	19.6	16.4
Campbellsville C, IIB	24.7	19.6	16.4	14.4
Centre C of Kentucky, IIB	29.0	23.6	19.9	—
Cumberland C, IIB	21.1	17.5	15.9	14.6
Draughon's C, IV				9.9
Eastern Kentucky U, IIA	30.6	26.6	22.1	16.5
Georgetown C, IIB	26.4	22.8	18.7	—
Kentucky Christian C, IIC	12.5	12.7	—	
Kentucky St U, IIB	28.3	23.9	20.9	18.6
Kentucky Wesleyan C, IIB	28.0	23.9	16.9	16.2
Lees JC, III	18.9	—	—	—
Lexington Theol Sem, IIC	24.3	—		
Lindsey Wilson C, IV				16.8
Midway C, IV				16.1
Morehead St U, IIA	30.7	25.8	22.1	17.9
Murray St U, IIA	31.0	26.7	22.1	18.6
Northern Kentucky U, IIB	37.5	28.5	22.8	18.4
Pikeville C, IIB	20.0	19.8	16.8	—
Saint Catherine C*, III				11.4
Spalding C, IIB	19.3	18.5	17.7	15.2
Sullivan JC Bus, IV				14.8
Thomas More C, IIB	21.1	19.0	16.4	15.4
Transylvania U, IIB	28.1	23.8	21.2	—
U of Kentucky, I	39.3	29.6	24.1	21.7
CC System, III	25.9	21.8	18.0	17.0
U of Louisville, I	37.6	28.1	23.3	19.0
Watterson C, IV				12.4
Western Kentucky U, IIA	32.0	26.3	22.5	18.8

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C of Louisiana, IIB	29.2	25.7	20.7	18.7
Grambling St U, IIA	26.7	24.8	21.3	17.5
Louisiana St U				
Alexandria, III	26.3	22.8	20.4	17.6
Baton Rouge, I	38.7	28.9	24.4	17.2
Eunice, III	—	—	21.2	19.7
Shreveport, IIB	30.2	26.3	22.0	20.0
Louisiana Tech U, IIA	32.6	25.9	22.5	18.8
Loyola U, IIA	35.7	29.1	24.1	19.0
NE Louisiana U, IIA	34.9	28.6	22.9	21.7
SE Louisiana U, IIA	29.2	26.6	23.0	18.1
Southern U A&M C, IIA	29.1	24.7	20.6	17.9
Southern U				
Shreveport-Bossier, III	—	23.4	18.5	19.3
New Orleans, IIB	28.8	25.3	22.0	18.1
Tulane U, I	39.8	31.0	24.2	17.2
U of New Orleans, IIA	40.2	31.8	24.6	16.4
U of SW Louisiana, IIA	35.2	28.7	24.2	19.8

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Andover C, IV				12.1
Bates C, IIB	38.5	30.0	23.5	20.7
Bowdoin C, IIB	42.1	31.1	23.1	20.6
Colby C, IIB	40.7	29.5	22.7	—
C of the Atlantic, IV				21.2
Husson C, IIC	20.8	19.2	16.7	—
Maine Maritime Academy, IIC	26.3	23.5	20.0	
Southern Maine Voc & Tech Inst, IV				21.3
Thomas C, IIC	—	—	20.5	—
Unity C, IIB	—	—	15.0	—
U of Maine				
Augusta, III	26.0	22.7	16.2	—

MAINE—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Maine, Cont				
Farmington, IIC	29.0	23.2	19.1	—
Fort Kent, IIB	—	22.1	17.5	—
Machias, IIB	27.0	23.4	18.8	
Orono, IIA	32.2	24.8	20.0	13.9
Presque Isle, IIB	27.2	23.8	18.7	14.3
U of Southern Maine, IIA	31.9	25.7	20.2	16.7

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC, III	27.6	23.4	19.6	17.4
Bowie St C, IIB	33.6	29.3	22.2	—
Capitol Inst of Technology, IIC	—	—	20.6	—
C of Notre Dame*, IIB	26.7	24.8	20.2	—
CC of Baltimore, III	33.4	27.1	22.0	19.1
Coppin St C, IIB	33.6	28.7	23.3	17.3
Eastern Christian C, IIC	—	—	—	—
Essex CC, III	36.8	29.5	24.9	19.7
Frostburg St C, IIA	32.6	26.1	21.8	18.0
Goucher C, IIB	32.8	25.4	20.6	16.5
Hagerstown JC, IIC	26.9	23.9	19.9	—
Harford CC, IIC	32.9	28.6	21.9	16.2
Hood C, IIA	29.9	24.2	19.9	16.1
Howard CC, IIC	35.4	29.6	23.4	18.4
Johns Hopkins U, I	48.2	33.5	24.8	20.6
Loyola C, IIA	38.3	31.5	26.0	—
Montgomery C				
Germantown, III	32.5	—	[illegible]	—
Rockville, III	35.7	30.3	[illegible]	20.1
Takoma Park, III	35.5	29.6	23.1	—
Morgan St U, IIA	36.2	27.6	23.3	17.5
Mt Saint Mary's C, IIB	29.6	23.4	18.6	—
Peabody Inst of Johns Hopkins U, IIC	23.0	8.6		
Prince Georges CC, III	35.0	31.1	25.4	19.5
Saint John's C, IIB				26.1
Saint Mary's C of Md, IIB	31.8	27.3	20.2	17.8
Salisbury St C, IIA	35.0	27.9	22.3	18.8
Towson St U, IIA	35.7	29.9	24.5	19.6
Uniformed Services U of Health Sciences, IIC	51.1	40.2	26.9	—
U of Baltimore, IIA	34.8	29.7	24.5	—
U of Maryland				
College Park, I	41.3	30.0	24.2	17.9
Baltimore Professional Schools, IIC	45.9	34.5	27.6	19.5
Eastern Shore, IIB	31.7	28.2	26.5	21.7
Washington Bible C, IIC	—	19.3	14.0	—
Washington C, IIB	31.7	25.5	20.0	—
Washington Theol Union, IIC	—	—	16.8	—
Western Maryland C, IIA	30.4	25.5	22.3	—

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
Amherst C, IIB	45.0	31.5	24.0	
Andover Newton Theol Sch, IIC	26.3	—	—	
Anna Maria C, IIB	—	21.7	19.1	—
Aquinas JC				
Milton*, IV				16.5
Newton, IV				17.0
Assumption C, IIB	33.2	26.4	22.8	—
Atlantic Union C, IIB	19.4	18.4	17.7	
Babson C, IIC	45.8	34.9	30.0	—
Bay St JC of Business, III	—	22.9	19.2	—
Becker JC				
Leicester, III	—	—	19.1	
Worcester, III	—	—	18.5	—
Bentley C, IIC	41.2	33.3	26.8	26.2
Berklee C of Music, IIC				15.7
Berkshire CC, III	—	—	18.3	15.5
Blue Hills Regional Tech Inst, IV				26.5
Boston C, I	43.1	32.5	26.3	22.1
Boston U, I	41.9	32.1	25.9	20.5
Bradford C, IIB	—	19.8	17.5	—
Brandeis U, I	46.0	33.5	24.8	19.0
Bristol CC, III	28.7	23.3	21.3	17.8
Bunker Hill CC, III	27.2	23.1	20.9	17.1
Chamberlayne JC, III	—	—	17.4	16.8
Clark U, IIA	38.7	30.3	23.2	—
C of the Holy Cross, IIB	37.9	29.1	23.5	21.6
C of Our Lady of the Elms*, IIB		23.5	19.0	
Curry C, IIB	26.1	23.8	19.8	17.0
Emerson C, IIA	37.6	29.5	24.8	—
Emmanuel C, IIB	29.1	23.4	19.4	17.5
Episcopal Divinity Sch, IIC	19.4	—		
Fisher JC, IV				19.4
Fitchburg St C, IIB	31.3	27.4	23.6	18.0
Framingham St C, IIA	31.8	25.8	23.3	20.1
Gordon C, IIB	27.0	23.2	19.5	—
Gordon-Conwell Theol Sem, IIC	29.3	—	—	
Greenfield CC, III	25.3	22.7	19.8	17.5
Hampshire C, IIB	35.8	27.5	21.3	
Harvard U, I	59.2	32.9	28.3	20.7
Hellenic C–Holy Cross Sch of Theol, IIC	30.6	28.3	—	17.1
Holyoke CC, III	27.6	23.6	21.2	16.6
Laboure JC, III	—	21.3	20.5	18.7
Lesley C, IIC	27.1	24.3	20.3	
Mass Bay CC, III	28.1	24.3	20.1	16.7
Mass C of Art, IIC	31.4	25.4	22.1	
Mass C of Pharmacy & Allied Health Sci, IIC	28.5	23.5	19.8	—
Mass Inst of Tech, I	52.1	36.9	29.3	22.5
Mass Maritime Acad, IIC	29.4	27.2	24.6	
Massasoit CC, III	27.7	23.9	19.6	15.6
Merrimack C, IIB	33.2	27.5	22.1	
Middlesex CC, III	26.1	22.3	20.8	17.9
Mt Holyoke C, IIB	40.2	30.4	23.8	19.0
Mt Ida JC, III			13.7	
Mt Wachusett CC, III	27.7	24.3	21.8	17.1
New England C of Optometry, IIC	34.1	29.5	24.3	19.9
New England Consv of Music, IIC				22.8
New England Sch of Law, IIC	36.7	30.3	27.1	
North Adams St C, IIB	31.5	25.9	24.0	18.3
North Shore CC, III	28.7	24.1	20.4	18.1
Northeastern U, I	42.6	32.5	26.1	16.2
Northern Essex CC, III	27.8	23.8	21.1	18.4
Quinsigamond CC, III	27.6	23.5	20.6	17.5
Regis C, IIB	28.6	24.3	20.1	—
Roxbury CC, III	24.9	25.3	20.1	29.2
Salem St C, IIA	32.9	27.4	22.7	18.1
Simmons C, IIA	37.9	29.3	24.2	21.2
Simon's Rock of Bard C, IIB				20.3
Smith C, IIA	41.7	31.3	24.4	19.2

MASSACHUSETTS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
SE Massachusetts U, IIA	27.7	20.5	17.4	
Springfield C, IIA	33.8	25.3	21.4	14.2
Springfield Tech CC, III	28.0	24.5	21.9	18.6
Stonehill C*, IIB	30.5	24.3	21.3	
Suffolk U, IIA	37.8	30.1	25.6	19.6
Tufts U, I	44.8	33.6	29.2	21.1
U of Massachusetts				
Amherst, I	39.3	31.3	25.6	21.9
Wellesley C, IIB	48.4	33.3	27.7	22.1
Western New England C, IIA	38.4	30.3	26.1	19.6
Westfield St C, IIC	30.8	25.9	23.0	19.7
Wheaton C, IIB	36.7	28.4	22.7	—
Wheelock C, IIC	32.3	23.7	19.2	—
Williams C, IIB	44.6	34.2	24.0	
Worcester Poly Inst, IIC	42.0	33.2	27.1	17.9
Worcester St C, IIC	30.7	28.1	24.4	—

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Albion C, IIB	37.2	30.1	21.7	17.2
Alma C, IIB	30.7	24.4	19.3	—
Alpena CC, IV				26.9
Aquinas C, IIB	32.2	26.7	21.8	19.9
Calvin C, IIB	30.6	26.6	22.9	17.8
Calvin Theol Sem, IIB	31.7	—	—	
Center for Creative Studies, IIC	24.6	22.6	—	—
Central Mich U, IIA	36.2	29.8	25.1	20.6
Charles S Mott CC, IV				31.3
Concordia C, IIB	26.3	23.3	18.6	—
Cranbrook Acad of Art, IV				20.7
Davenport C of Bus, IV				24.7
Delta C, III	36.2	32.0	26.8	22.6
Detroit C of Business Admin, IIC				22.6
E Michigan U, IIA	33.3	28.4	24.6	20.3
Ferris St C, IIB	31.9	27.4	24.3	21.6
Glen Oaks CC, IV				22.0
Gogebic CC, IV				21.7
Grand Rapids Baptist C & Sem, IIB	21.6	19.6	16.3	
Grand Rapids JC, IV				28.2
Grand Valley St C's, IIA	33.0	27.7	23.2	
Highland Park CC, IV				30.8
Hillsdale C, IIB	35.0	27.2	21.4	—
Hope C, IIB	30.2	26.4	21.9	18.7
Kalamazoo C, IIB	34.5	26.9	21.4	—
Kalamazoo Valley CC, IV				28.1
Kirtland CC, IV				20.9
Lake Michigan C, III	27.6	23.7	22.1	18.9
Lake Superior St C, IIB	27.8	24.3	20.1	16.7
Lansing CC, III	27.4	25.5	22.7	20.4
Lawrence Inst of Tech, IIB	33.5	29.6	25.1	21.6
Lewis C of Business, III			25.7	17.9
Macomb County CC, IV				31.4
Madonna C, IIB	27.2	24.1	19.8	17.5
Mercy C*, IIB	27.6	22.5	19.1	16.6
Mich Christian C, III		—	17.3	—
Michigan St U, I	38.7	29.0	24.8	19.6
Michigan Tech U, IIA	41.8	31.3	26.1	20.3
Monroe County CC, III	34.8	32.1	30.2	26.6
Muskegon CC, IV				30.0
Nazareth C, IIC	27.6	22.3	18.1	—
N Michigan U, IIA	33.0	27.3	23.9	18.6
NW Mich C, III	33.3	27.7	22.3	18.4
Oakland U, IIA	36.1	27.8	22.9	20.7
Olivet C, IIB	21.8	18.3	15.6	—
Saginaw Valley St C, IIA	31.6	26.7	23.9	21.9
Saint Clair County CC, IV				26.3
Schoolcraft C, IV				30.2
Siena Heights C*, IIB		19.8	18.6	—
SW Michigan C, IV				21.7
Spring Arbor C, IIB	20.7	18.8	16.5	—
Suomi C, IV				20.6
Thomas M Cooley Law Sch, IIC	51.2	41.9	—	
U of Detroit, I	33.9	29.9	24.8	18.8
U of Michigan				
Ann Arbor, I	45.1	33.3	27.2	19.1
Dearborn, IIA	33.7	25.5	22.3	—
Flint, IIB	34.5	28.4	23.4	—
Washtenaw CC, IV				32.4
Wayne County CC, IV				29.1
Wayne St U, I	40.6	30.2	24.2	17.7
W Shore CC, IV				23.0
W Michigan U, I	35.2	28.5	24.3	18.2
Western Theol Sem, IIC	21.3	—	—	

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Anoka-Ramsey CC, IV				26.6
Augsburg C, IIB	25.0	21.0	18.3	15.0
Austin CC, IV				28.4
Bemidji St U, IIA	38.4	30.6	24.3	18.3
Bethany Lutheran C, IV				16.0
Bethel C, IIB	27.9	23.9	19.8	17.6
Brainerd CC, IV				28.5
Carleton C, IIB	37.7	29.7	22.8	21.2
C of Saint Catherine, IIB	31.8	25.1	21.4	17.3
C of Saint Scholastica*, IIB		22.5	19.6	18.6
C of Saint Teresa*, IIB	—	21.0	17.8	—
C of Saint Thomas*, IIA	39.6	30.7	24.6	20.3
Concordia C				
Moorhead, IIB	31.3	26.7	21.8	17.1
St Paul, IIB	22.6	19.9	17.8	—
Fergus Falls CC, IV				29.1
Gustavus Adolphus C, IIB	31.2	25.1	19.7	16.9
Hamline U, IIB	31.2	23.7	19.8	—
Hibbing CC, IV				24.8
Inver Hills CC, IV				26.5
Itasca CC, IV				25.7
Lakewood CC, IV				28.3
Luther Theol Sem, IIC	27.1	24.3	21.8	—
Macalester C, IIB	34.9	27.2	20.6	18.2
Mankato State U, IIA	39.2	30.9	24.3	18.2
Mesabi CC, IV				29.2
Metropolitan St U, IIB	—	29.0	23.9	—
Minneapolis C of Art & Design, IIC	28.7	22.6	19.9	—
Minneapolis CC, IV				26.9
Moorhead State U, IIA	35.2	30.5	23.8	18.5
Normandale CC, IV				26.7
N Central Bible, IIC	—	21.7	18.1	—
N Hennepin CC, IV				27.5
Northland CC, IV				29.3
Northwestern C, IIB	27.7	24.1	20.7	
Northwestern C of Chiropractic, IIC	—	—	21.6	17.0

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Rainy River CC, IV				24.5
Rochester CC, IV				26.7
Saint Cloud St U, IIA	39.2	30.4	24.5	18.5
Saint John's U, IIB	35.0	29.0	24.2	16.2
Saint Mary's C*, IIA	28.2	23.9	20.5	—
Saint Mary's JC*, III	—	—	20.9	16.2
Saint Olaf C, IIB	36.9	28.6	22.5	20.0
Saint Paul Bible C, IIB	—	21.5	19.4	17.1
Saint Paul Sem, IV				8.3
Southwest St U, IIB	37.7	30.5	25.2	—
United Theol Sem, IIC	23.7	—		
U of Minnesota				
Duluth, IIA	36.3	28.9	23.4	19.4
Minneapolis-St Paul, I	41.1	30.2	25.9	21.7
Morris, IIB	35.0	27.7	21.3	18.5
Tech C at Crookston, III		27.1	24.5	19.9
Tech C at Waseca, III		26.4	23.2	—
Willmar CC, IV				28.7
Winona St U, IIA	35.4	29.7	23.6	17.9
Worthington CC, IV				26.4

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U, IIB	29.4	25.1	21.2	16.2
Coahoma JC, IV				17.5
Delta St U, IIA	30.1	24.0	21.6	18.6
Holmes JC, IV				16.0
Itawamba JC, IV				18.9
Jackson State U, IIA	28.0	24.1	22.0	21.7
Jones County JC, IV				20.4
Millsaps C, IIB	28.6	23.8	19.2	—
Mississippi Delta JC, IV				19.2
Mississippi Gulf Coast JC, IV				20.0
Mississippi U for Women, IIA	28.1	23.1	21.6	19.9
Mississippi Valley St U, IIB	27.3	23.5	19.6	16.6
Phillips C, IV				9.4
Prentiss Normal & Industrial Inst, IV				9.8
Reformed Theol Sem, IIC	31.4	25.8	—	
Rust C, IIB	19.2	—	15.7	15.9
U of Mississippi, I	35.9	28.6	23.6	16.8
U of S Mississippi, I	35.5	28.7	22.9	18.4
Wood JC, IV				12.4

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Avila C*, IIB	25.3	22.4	18.8	15.3
Baptist Bible C, IIC	17.3			
Cardinal Newman C, IIB	—	—	19.0	—
Central Methodist C, IIB	25.8	20.2	18.9	17.3
Central Mo St U, IIA	29.3	25.6	21.5	15.9
Columbia C, IIB	22.3	19.4	17.1	—
Concordia Sem, IIC	21.7	19.0	15.7	—
Covenant Theol Sem, IIC	22.6			
Crowder C, IV				17.3
Culver-Stockton C, IIB	27.5	20.7	18.8	—
Drury C, IIB	27.4	21.6	17.8	14.9
Evangel C, IIB	25.4	21.5	18.3	—
Fontbonne C*, IIB	—	17.6	14.1	13.8
Harris-Stowe St C, IIC	—	—	21.7	—
Jefferson C, IV				20.9
Kansas City Art Inst, IIC	27.9	21.7	—	
Lincoln U, IIA	25.7	22.5	18.8	16.4
Lindenwood C's, IIA	26.7	22.7	18.0	—
Logan C of Chiropractic, IIC	—	26.5	—	16.1
Longview CC, IV				27.2
Maryville C St Louis, IIB	26.7	21.6	17.5	—
Maple Woods CC, IV				27.0
Mineral Area C, IV				20.6
Missouri S St C, IIB	30.7	26.7	22.4	17.5
Missouri W St C, IIB	31.4	27.1	22.4	17.3
Moberly JC, IV				17.5
Nazarene Theol Sem, IIC	25.6	—	—	
NE Missouri St U, IIA	30.7	26.0	21.6	18.3
Park C, IIB	21.8	—	17.0	—
Penn Valley CC, IV				26.4
Pioneer CC, IV				17.2
Rockhurst C, IIB	31.8	25.9	23.3	20.5
St Louis Christian C, IIC	16.3			
St Louis C of Pharmacy, IIC	—	—	25.1	—
St Louis CC's				
Florissant Valley, III	33.5	28.8	22.9	17.9
Forest Park, III	34.0	29.2	22.7	18.3
Meramec, III	33.5	29.0	21.4	19.3
Saint Louis U, I	36.7	27.4	24.2	20.5
Saint Mary's C of O'Fallon, IV				16.3
Saint Paul's C, III	—	—	13.4	11.1
School of the Ozarks, IIB	26.9	22.9	18.8	
SE Missouri St U, IIA	30.3	24.8	20.8	16.8
SW Baptist U, IIB	24.3	19.1	17.3	15.6
SW Missouri St U, IIA	30.8	26.5	23.0	18.1
Stephens C, IV				18.3
Trenton JC, IV				16.9
U of Missouri				
Columbia, I	34.3	26.7	23.3	19.1
Kansas City, I	34.6	27.2	21.9	15.7
Rolla, IIC	37.8	29.3	26.4	—
St Louis, IIA	36.0	27.5	23.2	20.1
Washington U, I	42.9	31.3	25.6	20.6
Webster U, IIA	29.0	25.3	19.7	—
Westminster C, IIB	28.7	24.2	21.0	—
William Jewell C, IIB	27.1	21.7	19.4	17.5

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C*, IIB	27.6	22.2	19.0	16.4
C of Great Falls*, IIB	23.8	19.4	17.7	—
Eastern Montana C, IIB	30.2	25.8	21.8	—
Miles CC, IV				23.8
Montana C of Mineral Science & Tech, IIC	36.2	29.5	25.4	18.1
Montana St U, IIA	34.8	28.2	23.3	19.1
Rocky Mountain C, IIB	24.2	—	17.6	—
U of Montana, I	31.8	25.7	22.1	—
W Montana C, IIC	31.4	25.0	21.4	

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C, IIB		21.8	18.6	—
Central Tech CC Area, IV				20.9

NEBRASKA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Chadron St C, IIB	29.1	24.8	19.3	15.9
C of Saint Mary, IIB	—	22.7	20.7	17.8
Concordia Teachers C, IIC	23.3	20.8	18.0	11.5
Creighton U, IIA	37.2	29.8	22.6	17.0
Dana C, IIB	22.3	19.5	18.1	—
Doane C, IIB	24.6	21.0	18.7	—
Hastings C, IIB	26.0	22.4	19.1	15.9
Kearney St C, IIA	27.8	23.1	19.5	15.9
Metropolitan Tech CC, IV				18.0
Mid Plains CC, IV				21.5
Midland Lutheran C, IIB	24.1	21.9	19.8	16.6
Nebraska Wesleyan U, IIB	26.3	21.9	19.1	—
Northeast Tech CC, IV				19.4
Peru St C, IIB	—	23.2	20.9	16.8
Southeast CC Lincoln, IV				18.3
Union College, IIB	25.6	24.5	23.4	20.2
U of Nebraska				
Lincoln, I	34.9	26.7	22.6	15.4
Omaha, IIA	31.6	25.7	21.2	18.9
Wayne St C, IIA	29.1	23.7	19.1	16.8
York C, III	—	15.0	14.3	—

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
Clark County CC, IV				25.6
Northern Nevada CC, III			21.3	21.2
Truckee Meadows CC, IV				23.6
U of Nevada				
Las Vegas, IIA	37.5	29.4	26.0	19.6
Reno, I	36.9	28.9	23.1	20.1
Western Nevada CC, IV				22.0

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Colby-Sawyer C, IIB	24.2	19.6	15.8	—
Dartmouth C, I	45.6	31.6	25.5	20.1
Franklin Pierce C, IIB	24.1	21.6	16.8	—
Hesser C, IV				17.8
New England C, IIB	26.3	21.2	18.7	—
New Hampshire C, IIC	30.5	25.3	23.4	20.2
NH Tech Inst, III	24.8	18.7	17.6	—
NH Voc-Tech C				
Berlin, III	22.1	18.7	—	—
Laconia, III	—	18.4	—	
Notre Dame C*, IIB	—	—	15.7	—
Rivier C, IIA	—	21.1	17.9	15.8
Saint Anselm C*, IIB	29.2	25.2	21.3	17.6
U of New Hampshire, I	36.5	28.2	22.4	19.1
Keene St C, IIB	29.0	24.5	21.3	18.1
Plymouth St C, IIB	30.2	25.4	21.3	18.4

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Atlantic CC, III	30.0	25.9	23.0	—
Bergen CC, III	38.8	33.9	27.7	21.6
Berkeley Sch, IV				17.1
Bloomfield C, IIC	29.7	26.1	20.8	21.2
Brookdale CC, III	35.9	30.7	24.8	18.3
Burlington County C, III	31.7	27.0	23.8	18.9
Camden County C, III	33.9	30.8	26.0	
Centenary C, III	28.7	22.5	18.0	14.9
C of Saint Elizabeth*, IIB	—	—	17.7	
County C of Morris, III	35.6	29.5	24.3	20.5
Cumberland Co C, III	35.0	29.3	27.0	24.3
Drew U, I	31.3	24.3	19.0	17.8
Fairleigh Dickinson U				
Edward Williams, III	—	31.1	24.8	—
Florham-Madison, IIA	39.2	32.6	27.8	—
Rutherford, IIA	38.9	32.0	26.7	20.5
Teaneck, IIA	41.0	32.7	26.1	—
Felician C, III	19.5	18.2	17.4	15.4
Georgian Court C*, IIB	27.3	25.1	21.5	16.5
Glassboro St C, IIB	38.3	30.2	24.7	19.3
Gloucester County C, III	29.7	28.7	26.6	-
Immaculate Conception Sem, IIC	—		4.6	—
Jersey City St C, IIA	38.5	30.6	25.2	18.9
Mercer County CC, III	35.2	30.0	25.3	19.2
Monmouth C, IIA	33.2	27.7	22.8	—
Montclair State C, IIA	37.0	29.5	24.0	19.8
New Brunswick Theol Sem, IIC	17.8		—	—
NJ Institute of Tech, IIC	43.5	34.3	28.5	
Ocean County C, III	37.5	32.2	24.4	18.4
Passaic County CC, III	35.6	—	21.1	17.7
Princeton Theol Sem, IIC	40.6	—	28.0	—
Princeton U, I	50.9	32.6	25.4	21.6
Ramapo C, IIB	36.4	30.4	24.7	—
Rider C, IIC	38.4	30.7	25.1	—
Rutgers U				
Camden, IIB	48.8	34.1	24.3	20.6
Newark, IIA	48.3	35.1	25.6	19.8
New Brunswick, I	47.6	33.0	24.3	18.5
Saint Peter's C, IIB	31.0	24.9	20.4	18.7
Seton Hall U, IIA	35.8	29.3	23.7	19.3
Somerset County C, III	33.4	27.0	21.8	18.9
Stockton St C, IIB	35.4	28.5	22.3	19.1
Trenton St C, IIA	38.3	31.1	25.1	20.5
Union County C, III	35.8	26.5	22.2	17.1
Upsala C, IIB	30.3	23.6	20.2	—
Westminster Choir C, IIC	33.4	25.8	19.3	14.8
William Paterson C, IIA	37.7	30.0	24.3	19.5

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
C of Sante Fe, IIB	—	18.4	15.8	—
C of the Southwest, IIB			20.4	
E New Mexico U, IIB	33.4	28.3	24.4	19.2
Roswell, III			—	19.8
NM Inst of Mining & Tech, IIA	36.0	27.2	25.5	
New Mexico JC, IV				27.0
NM Military Inst, III	29.2	25.0	21.5	19.3
New Mexico St U, I	35.7	27.1	22.3	18.0
Alamogordo, III	—	26.4	20.9	16.9
Carlsbad, III	—	—	—	18.3
Dona Ava, III	—		—	17.2
Grants Branch, III			—	18.3
Saint John's C, IIB				24.6
San Juan C, III		29.9	24.0	22.0
U of New Mexico, I	36.8	27.1	22.3	17.3
W New Mexico U, IIA	33.8	28.1	22.6	16.5

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Academy of Aeronautics, III	24.1	21.2	18.1	16.4
Adelphi U, I	39.2	30.2	25.4	21.3

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Albany C of Pharmacy, IIC	35.5	27.5	—	—
Alfred U, IIA	33.6	28.3	22.3	18.0
Bard C, IIB	33.5	27.7	20.7	
Barnard C, IIB	43.6	28.5	23.9	18.5
Berkeley Sch, IV				15.9
Berkeley School-Hicksville, IV				15.4
Bryant-Stratton Business Inst, IV				19.7
Canisius C, IIB	33.7	28.5	22.6	—
Clarkson University, IIC	44.7	34.0	27.3	24.1
Colgate U, IIB	43.2	31.4	21.7	19.3
C of Insurance, IIC	—	23.0	18.9	
C of Mt Saint Vincent, IIB	28.6	22.1	19.7	16.6
C of New Rochelle, IIA	33.2	27.1	22.1	18.4
C of Saint Rose, IIA	29.2	23.2	19.2	17.0
Columbia U, I	49.2	35.7	25.8	—
Teachers C, IIC	42.1	31.3	23.4	17.6
Cooper Union, IIB	37.3	30.0	27.0	
Cornell U				
Endowed C's, I	47.0	33.0	27.0	22.5
Statutory C's, I	42.0	32.4	27.2	20.8
Culinary Inst of America, IV				24.8
Daemen C, IIB	25.6	23.0	19.7	—
Dominican C Blauvelt, IIB	—	23.0	20.7	10.7
D'Youville C, IIC	28.5	21.5	17.3	12.7
Elizabeth Seton C, III	—	21.9	17.4	—
Fordham U, I	45.1	34.3	26.4	24.3
Friends World C, IIB				13.0
Hamilton C, IIB	38.8	30.3	21.7	19.5
Hartwick C, IIB	30.3	26.7	20.1	—
Hilbert C, III	—	—	15.7	15.5
Hobart-Wm Smith C's, IIB	36.7	28.6	22.6	—
Hofstra U, IIA	39.0	31.6	25.3	23.1
Iona C, IIA	38.5	31.2	25.5	20.8
Ithaca C, IIB	33.4	28.1	22.1	16.8
Julliard School, IIC	13.5			
Keuka C, IIB	18.0	—	13.5	12.8
King's C, IIB	25.6	—	19.7	—
Le Moyne C, IIB	32.9	26.8	21.5	20.3
Long Island U, IIA	35.0	28.4	23.2	19.3
Manhattan C, IIA	39.7	32.7	25.4	20.2
Manhattanville C, IIA	32.1	28.5	19.3	18.2
Mannes C of Music, IIC				11.6
Maria C of Albany, III	—	—	16.2	13.8
Marist C, IIB	34.4	27.3	23.1	—
Maryknoll Sch of Theol, IIC	23.6	—	—	
Marymount C, IIB	29.2	24.2	20.1	—
Marymount Manhattan C, IIB	—	21.9	18.6	—
Mercy C, IIB	34.8	27.8	22.7	16.1
Molloy C, IIC	36.0	19.3	19.0	13.7
Mt Saint Mary C, IIB	27.7	20.5	19.0	14.7
Nazareth C of Rochester, IIB	31.1	26.0	22.1	—
NY C Podiatric Med, IIC	34.7	29.1	22.7	21.0
NY Inst of Tech, IIA	35.3	30.7	25.5	19.3
New York U, I	49.2	34.1	28.5	22.9
Niagara U, IIA	30.3	24.2	21.4	
Olean Business Inst, IV				10.5
Pace U, IIA	39.5	32.0	26.6	22.3
Pratt Inst, IIA	34.8	27.4	22.7	—
Rensselaer Poly Inst, I	47.2	34.8	28.5	—
Rochester Inst of Tech, IIA	36.4	31.3	25.9	22.2
Rockefeller U, IIC	63.9	35.1	25.1	20.2
Russell Sage C, IIA	33.9	26.2	21.0	17.3
JC of Albany, IV				19.3
Saint Bonaventure U, IIA	28.8	24.5	20.6	18.6
Saint Francis C, IIB	37.0	27.9	22.0	—
Saint John Fisher C, IIB	32.2	27.0	21.9	18.6
Saint Lawrence U, IIB	41.2	34.1	27.0	22.3
St Thomas Aquinas C, IIB	27.7	22.7	20.1	17.4
Siena C, IIB	33.7	25.7	21.5	—
Skidmore C, IIB	37.8	28.1	22.9	—
St U of New York				
Albany, I	47.6	34.8	26.3	
Binghamton, I	46.1	33.1	25.0	
Buffalo, I	48.5	34.4	26.6	—
Stony Brook, I	49.4	34.7	25.3	—
Empire St C, IIB	34.7	29.0	23.4	—
C at Brockport, IIA	38.9	31.8	25.5	17.3
C at Buffalo, IIA	37.0	29.1	23.4	19.3
C at Cortland, IIA	36.6	28.8	22.5	17.8
C at Fredonia, IIA	38.0	29.7	24.0	17.9
C at Geneseo, IIA	38.9	31.2	22.5	19.7
C at New Paltz, IIA	36.5	30.1	24.9	—
C at Old Westbury, IIB	43.8	31.7	24.0	20.1
C at Oneonta, IIB	37.2	29.5	24.8	—
C at Oswego, IIA	38.5	29.3	22.7	18.5
C at Plattsburgh, IIA	36.8	29.8	23.3	19.1
C at Potsdam, IIA	36.1	29.3	23.0	18.0
C at Purchase, IIB	38.7	28.4	21.5	—
C of Optometry, IIC	45.0	35.3	28.4	—
A&T C at Alfred, III	33.2	29.1	23.6	17.7
A&T C at Canton, III	30.5	25.9	21.8	19.3
A&T C at Cobleskill, III	31.1	25.6	22.4	19.6
A&T C at Delhi, III	31.0	25.7	21.5	17.8
A&T C Farmingdale, III	34.9	27.5	22.5	18.8
A&T C at Morrisville, III	32.8	27.1	22.3	19.0
C of Environmental Science & Forestry, IIA	35.8	28.9	24.5	—
Maritime C, IIB	38.3	26.9	22.8	—
C of Tech Utica-Rome, IIA	—	29.2	22.8	—
C of Ceramics at Alfred U, IIC	39.4	31.8	23.0	—
Adirondack CC, III	29.7	25.3	19.2	16.8
Broome CC, III	28.9	24.3	19.2	18.0
Cayuga Co CC, III	29.9	27.2	19.8	16.9
Clinton CC, III	24.1	21.0	18.7	—
Columbia-Greene CC, III	29.6	24.8	22.2	18.9
CC of Finger Lakes, III	22.9	22.6	18.5	15.7
Corning CC, III	33.3	25.6	20.1	—
Dutchess CC III	35.0	28.8	22.9	16.2
Erie CC				
Buffalo, III	31.1	28.5	23.8	19.1
Orchard Park, III	31.9	28.0	24.8	18.4
Fulton-Montgomery CC, III	32.0	27.7	24.0	17.8
Genesee CC, III	26.2	22.3	18.2	—

NEW YORK—Continued

	Prof	Assoc Prof	Asst Prof	Inst
St U of New York, Cont				
Herkimer County CC, III	29.8	25.9	19.7	14.9
Hudson Valley CC, III	30.9	27.3	22.5	17.5
Jamestown CC, III	30.9	25.2	20.7	16.9
Jefferson CC, III	34.5	29.3	22.2	—
Mohawk Valley CC, III	30.5	26.6	24.3	18.3
Monroe CC, III	35.6	30.0	24.4	20.2
Nassau CC, III	42.6	35.6	28.8	23.9
Niagara County CC, III	34.7	26.3	21.6	17.4
North Country CC, III	—	26.8	22.9	17.1
Onondaga CC, III	31.6	26.5	20.9	19.3
Orange County CC, III	36.8	32.7	25.5	21.2
Rockland CC, III	32.6	28.7	23.3	18.0
Schenectady Co CC, III	30.5	25.0	18.9	16.4
Suffolk County CC				
Brentwood, III	36.2	27.3	23.1	21.1
Riverhead, III	38.6	—	22.8	—
Selden, III	38.8	30.0	24.6	20.1
Sullivan County CC, III	29.2	25.9	19.4	—
Tompkins Cortland CC, III	25.7	19.7	16.7	14.5
Ulster County CC, III	31.7	27.3	23.9	19.6
Westchester CC, III	45.6	39.5	33.4	21.0
Syracuse U, I	40.2	29.5	23.1	18.8
Utica C, IIB	29.2	23.8	18.7	—
Trocaire C, III	—	—	18.0	14.9
Union C, IIA	40.0	30.3	23.7	20.6
US Merchant Marine Acad, IIC	47.2	37.8	29.0	—
Utica Sch Commerce, IV				12.5
Vassar C, IIB	41.2	28.9	22.9	—
Villa Maria C Buffalo, III		—	16.9	13.4
Wells C, IIB	28.5	24.3	19.3	—
Westchester Bus Inst, IV				13.0

NORTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Anson Tech C, IV				13.7
Appalachian St U, IIA	30.3	25.0	23.4	18.1
Asheville Buncombe Tech C, IV				19.1
Atlantic Christian C, IIB	23.3	19.5	17.3	14.8
Beaufort County CC, IV				16.2
Belmont Abbey C*, IIB	—	20.6	18.2	—
Bennett C, IIB	22.5	19.3	19.7	15.7
Blue Ridge Tech C, IV				18.2
Brunswick Tech C, IV				16.4
Catawba C, IIB	23.7	18.8	17.1	—
Catawba Valley Tech C, IV				18.8
Central Carolina Tech C, IV				17.6
Coastal Carolina CC, IV				17.5
Craven CC, IV				19.9
Davidson C, IIB	36.7	30.6	22.9	—
Duke U, I	45.4	32.6	26.3	19.8
East Carolina U, IIA	33.3	27.3	22.1	19.5
Edgecombe Tech C, IV				15.5
Elizabeth City St U, IIB	30.8	25.2	22.6	20.1
Elon C, IIB	27.3	22.4	19.4	16.5
Fayetteville St U, IIB	32.0	26.7	22.2	19.7
Fayetteville Tech Inst, IV				19.4
Forsyth Tech Inst, IV				18.3
Gardner-Webb C, IIB	23.4	20.3	19.0	15.5
Gaston C, IV				17.7
Guilford C, IIB	30.8	24.6	19.7	—
Guilford Tech Inst, IV				18.1
Haywood Tech C, IV				16.6
High Point C, IIB	25.1	21.0	18.4	15.0
Isothermal CC, IV				16.6
Johnson Smith U, IIB	23.7	22.1	18.2	16.1
Johnston Tech C, IV				16.2
King's C, IV				11.8
Lenoir CC, IV				16.8
Lenoir-Rhyne C, IIB	23.6	20.2	17.6	—
Livingstone C, IIB	—	18.0	14.9	14.0
Louisburg C, III	20.5	—	—	14.5
McDowell Tech Inst, IV				15.8
Mars Hill C, IIB	23.9	20.6	18.6	—
Martin CC, IV				16.9
Mayland Tech C, IV				16.1
Meredith C, IIB	27.5	21.7	20.2	18.0
Methodist C, IIB	19.3	17.6	16.1	—
Mitchell CC, IV				16.1
Montgomery Tech Inst, IV				14.9
Montreat-Anderson C, IV				17.6
Mt Olive C, IV				18.1
Nash Tech Inst, IV				17.7
N Carolina A&T St U, IIA	32.1	27.6	23.0	19.6
NC Central U, IIA	34.3	26.8	23.7	21.4
NC Sch of the Arts, IIC				22.4
N Carolina St U, I	40.0	29.7	25.5	21.4
NC Wesleyan C, IIB	23.6	21.7	17.7	—
Pembroke St U, IIB	32.3	27.4	22.1	19.9
Pitt CC, IV				17.9
Queens C, IIB	24.2	21.1	17.1	—
Randolph Tech C, IV				16.4
Robeson Tech C, IV				18.1
Sacred Heart C, IIB	—	—	15.2	—
Saint Andrew's Presbyterian C, IIB	28.6	24.8	19.7	16.7
Saint Mary's C, III	—	21.7	17.6	14.9
Salem C, IIB	26.5	22.0	19.6	—
Sandhills CC, IV				19.1
Shaw U, IIB	20.5	19.7	18.2	14.3
SE Baptist Theol Sem, IIA	26.9	—	—	
Southeastern CC, IV				16.9
Stanly Tech C, IV				16.9
Tech C of Alamance, IV				18.9
Tri-County CC, IV				14.9
U of North Carolina				
Asheville, IIB	32.4	26.1	22.6	—
Chapel Hill, I	42.5	31.2	25.1	22.8
Charlotte, IIA	33.2	27.3	23.1	—
Greensboro, I	39.3	28.9	23.3	19.3
Wilmington, IIB	31.8	26.1	22.2	—
Vance-Granville CC, IV				17.0
Wake Forest U, IIA	38.0	30.1	23.9	16.9
Wake Tech C, IV				17.6
Warren Wilson C, IV				12.3
Wayne CC, IV				17.8
Western Carolina U, IIA	31.9	26.5	22.5	18.2
Wilkes CC IV				19.1
Wilson Co Tech Inst, IV				17.2
Wingate C, IIB	25.3	21.1	18.9	18.2
Winston-Salem St U, IIB	29.3	24.9	22.0	18.3

NORTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Bismarck JC, IV				24.2
Jamestown C, IIB	—	22.3	17.3	16.2
Lake Region CC, IV				19.1
Minot St C, IIB	29.6	24.5	22.1	19.2
ND St Sch of Sci, IV				24.1
North Dakota St U, IIA	32.8	27.3	23.0	17.8
Bottineau, IV				23.9
U of North Dakota, I	32.8	27.2	22.5	19.1
Williston, III			—	20.4
Valley City St C, IIB	28.5	25.3	22.3	20.8

OHIO

	Prof	Assoc Prof	Asst Prof	Inst
Antioch U, IIA	24.1	16.1	16.0	
Art Acad of Cincinnati, IIC				15.9
Ashland C, IIA	29.5	26.0	20.6	19.1
Baldwin-Wallace C, IIB	29.4	23.8	19.9	
Belmont Tech C, III		—	21.5	18.0
Bluffton C, IIB	21.4	18.1	16.4	—
Borromeo C of Ohio, IIC				7.8
Bowling Green St U, I	38.3	29.9	24.1	18.3
Firelands, III	—	28.4	21.5	17.4
Capital U, IIB	29.2	20.5	18.0	—
Case Western Reserve U, I	43.2	32.0	26.3	20.1
Cedarville C, IIB	26.7	22.4	19.6	—
Central Ohio Tech C IV				21.3
Central State U, IIB	28.5	22.3	18.3	
Cincinnati Tech C, IV				24.6
Circleville Bible C, IIC	13.1		11.5	
Clark Tech C, III	—	25.0	22.9	19.4
Cleveland Inst of Art, IIC	26.2	21.8	—	
Cleveland St U, IIA	41.1	31.0	26.0	21.4
C of Mt Saint Joseph-on-the-Ohio, IIB	27.3	22.0	17.8	16.4
U of Steubenville*, IIB	25.2	20.3	16.8	—
C of Wooster, IIB	32.1	24.8	20.6	17.5
Columbus C of Art & Design, IIC	24.5	20.9	18.2	15.5
Columbus Tech Inst, IV				20.7
Defiance C, IIB	22.2	19.3	18.7	—
Denison U, IIB	34.8	28.5	21.7	19.3
Dyke C, IIC		—	17.0	14.4
Edison St CC, III		23.2	21.7	19.3
Findlay C, IIB	26.9	21.6	18.9	16.0
Hebrew Union C, IIC	40.7	27.8	—	
Heidelberg C, IIB	26.3	20.5	18.7	—
Hiram C, IIB	28.3	22.7	19.8	—
Hocking Tech C, IV				16.2
Jefferson Tech C, III		25.1	19.3	18.4
John Carroll U*, IIA	31.7	26.8	22.4	20.8
Kent St U, I	38.2	29.0	24.4	18.0
Ashtabula, III		26.8	24.0	—
E Liverpool, III			21.3	—
Salem, III	—	—	23.0	
Stark County, III	—	28.2	24.5	—
Trumbull, III	—	27.5	22.7	—
Tuscarawas, III	—	27.0	17.6	—
Kenyon C, IIB	41.1	29.9	22.9	19.0
Lakeland CC, IV				29.5
Lorain County CC, III	33.3	31.9	25.0	19.9
Lourdes C, IIB			—	15.9
Malone C, IIB	21.6	17.9	14.7	—
Marietta C, IIB	28.7	23.5	21.3	—
Marion Tech C, IV				21.7
Methodist Theol Sch of Ohio, IIC	25.2	—	—	
Miami-Jacobs JC of Business, IV				11.0
Miami U				
Hamilton, III	—	27.7	21.9	21.5
Middletown, III	—	27.5	23.2	24.1
Oxford, I	38.7	29.3	23.5	20.8
Mt Union C, IIB	29.3	23.6	18.7	17.1
Mt Vernon Nazarene C, IIB	23.4	20.4	17.7	16.3
Muskingum Area Tech C, III	—	21.8	20.6	—
Muskingum C, IIB	30.7	24.8	21.8	—
Northwest Tech C, IV				18.6
Notre Dame C*, IIB	—	—	—	13.2
Oberlin C, IIB	38.8	28.9	22.9	19.4
Ohio C Podiatric Medicine, IIC	—	31.1	26.5	
Ohio Dominican C, IIB	24.4	20.5	17.4	—
Ohio Northern U, IIB	30.9	24.9	21.5	18.1
Ohio St U, I	44.7	33.1	28.1	20.7
Lima, III		29.2	24.8	
Mansfield, III	—	29.9	24.2	—
Marion, III	—	28.9	22.2	—
Newark, III		28.8	24.8	—
Ohio U, I	36.1	28.4	23.3	18.3
Belmont, III		28.2	24.6	
Chillicothe, III		26.2	21.5	—
Lancaster, III		25.7	20.9	—
Zanesville, III	—	24.8	20.2	—
Ohio Wesleyan U, IIB	32.0	24.4	20.9	—
Pontifical C Josephinum, IIC	11.9	11.4	8.6	
Shawnee St CC, III		24.8	22.1	18.7
Sinclair CC, III	25.1	19.9	17.4	11.3
Southern Ohio C, IV				13.8
Stark Tech C, III		28.8	21.0	18.3
Terra Tech C, IV				16.8
United Theol Sem, IIC	23.5	—	—	
U of Akron, I	38.2	30.4	25.0	20.9
Wayne General & Tech C, III	—	—	18.7	—
U of Cincinnati, I	41.4	31.4	25.5	18.1
Clermont General & Tech C, III	—	—	22.9	—
Raymond Walters C, III	35.0	29.4	22.2	17.0
U of Dayton, IIA	33.1	28.5	22.9	16.5
U of Toledo, I	37.8	29.6	24.3	20.5
Urbana C, IIB	20.2	—	15.5	—
Ursuline C, IIB	—	19.6	19.4	18.1
Walsh C, IIB	24.5	20.3	18.7	16.8
Wilmington C, IIB	25.2	22.0	17.8	15.2
Wittenberg U, IIB	34.1	27.5	22.2	18.6
Wright St U, IIA	36.1	27.6	23.2	17.7
W Ohio Branch, III	—	—	21.5	18.5
Xavier U, IIA	34.3	27.8	23.2	18.1
Youngstown St U, IIA	36.2	30.3	24.6	19.5

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FACT-FILE—Continued

OKLAHOMA

	Prof	Assoc Prof	Asst Prof	Inst
Bacone C, III		—	16.6	14.1
Bethany Nazarene C, IIB	25.0	21.9	20.0	17.0
Cameron U, IIB	31.3	27.9	24.4	18.6
Carl Albert JC, IV				22.8
Central St U, IIA	34.8	31.6	28.5	22.5
E Central Okla St U, IIB	32.5	29.7	25.8	21.1
E Oklahoma St C, IV				24.6
Langston U, IIB	31.5	27.0	24.7	21.5
Midwest Christian C, IIC	17.7			
Murray St C, IV				23.3
NE Oklahoma A&M C, IV				24.4
NE Oklahoma St U, IIA	31.1	26.6	23.2	19.3
N Oklahoma C, IV				23.6
Oklahoma Baptist U, IIB	27.1	22.9	19.4	16.0
Okla Christian C, IIB	29.4	26.4	21.5	17.9
Oklahoma City CC, IV				24.6
Oklahoma City U, IIA	28.8	21.9	20.6	14.1
Okla Panhandle St U, IIB	29.3	26.8	23.7	21.9
Oklahoma St U, I	37.0	27.9	23.8	17.7
Tech Inst, III	—	26.1	22.4	20.3
Oscar Rose JC, IV				24.6
Phillips U, IIA	26.1	22.1	20.2	—
Rogers St C, IV				22.7
Saint Gregory's C*, IV				20.4
Sayre JC, IV				21.8
Seminole JC, IV				23.3
SE Oklahoma St U, IIA	30.5	27.2	23.5	20.1
SW Oklahoma St U, IIA	34.2	31.9	29.1	22.7
Tulsa JC, IV				24.6
U of Oklahoma, I	38.6	29.3	23.6	15.5
U of Science & Arts of Oklahoma, IIB	—	29.8	26.4	21.9
U of Tulsa, IIA	39.7	30.5	23.0	20.3
W Oklahoma St C, IV				23.5

OREGON

	Prof	Assoc Prof	Asst Prof	Inst
Blue Mountain CC, IV				25.4
Central Oregon CC, III	29.9	26.2	23.2	20.5
Clackamas CC, IV				20.7
Clatsop CC, IV				24.5
Columbia Christian C, IIB	—	17.6	—	—
Concordia C, IIB	—	—	18.6	—
E Oregon St C, IIB	29.7	25.0	20.6	15.9
George Fox C, IIB	23.7	19.9	16.2	—
Lewis & Clark C, IIA	39.1	27.3	20.3	
Linfield C, IIB	29.1	23.7	18.9	—
Linn-Benton CC, IV				25.5
Mt Angel Sem, IV				13.5
Mt Hood CC, IV				28.3
Pacific NW C of Art, IIC				15.8
W Oregon St C, IIC	29.3	24.7	21.8	—
Oregon Inst of Tech, IIC	32.7	28.1	24.0	20.1
Oregon St U, I	35.6	27.7	23.4	17.1
Pacific U, IIB	29.4	23.5	19.4	
Portland CC, IV				25.1
Portland St U, IIA	32.9	26.7	23.1	19.1
Reed C, IIB	36.0	27.0	22.2	
Rogue CC, IV				22.1
S Oregon St C, IIA	29.7	25.1	20.3	17.7
SW Oregon CC, III	30.4	24.6	20.9	
Treasure Valley CC, IV				21.7
Umpqua CC, IV				23.4
U of Oregon, I	35.8	26.6	22.7	18.8
Warner Pacific C, IIB	—	19.8	17.8	—
W Cons Baptist Sem, IIC	26.8	22.3	—	—
W Evangelical Sem, IIC	23.2			
Western States Chiropractic C, IIC	—	—	18.0	—
Willamette U, IIB	34.1	26.0	21.6	—

PENNSYLVANIA

	Prof	Assoc Prof	Asst Prof	Inst
Albright C, IIB	34.4	27.9	23.0	20.4
Allentown C of Saint Francis de Sales, IIB	27.6	22.7	20.0	17.0
Art Inst of Pittsburgh, IV				16.7
Beaver C, IIB	32.4	25.6	20.4	14.0
Bryn Mawr C, I	38.9	30.4	24.0	—
Bucknell U, IIA	41.0	31.9	24.5	—
Butler County CC, III	29.2	26.7	21.8	18.2
California U, IIA	35.5	29.4	24.1	17.7
Carlow C*, IIB	30.0	22.4	17.8	15.7
Carnegie-Mellon U, I	48.2	32.7	28.2	22.3
Cedar Crest C, IIB	27.1	20.2	18.2	—
Chestnut Hill C, IIB	—	—	16.2	—
Clarion U, IIA	35.9	29.6	23.6	19.4
Venango, III	—	—	23.7	—
C Misericordia, IIB	—	21.1	18.0	14.8
CC of Allegheny County				
Allegheny, III	28.2	25.2	21.6	—
Boyce, III	27.6	25.8	21.7	—
North, III	—	21.4	19.6	—
South, III	27.2	23.6	20.0	
Del Valley C of Science & Agriculture, IIB	31.0	26.0	22.6	19.1
Dickinson C, IIB	37.0	28.4	22.0	20.3
Drexel U, IIA	42.9	30.9	26.8	20.2
Duquesne U*, IIA	32.7	25.0	20.6	16.7
E Stroudsburg U, IIA	35.5	28.9	23.7	—
E Baptist Theol Sem, IIC	27.7	—	—	
Eastern C, IIB	27.2	22.9	19.1	—
Edinboro U, IIA	35.5	29.5	24.1	
Elizabethtown C, IIB	31.3	27.4	23.1	—
Franklin and Marshall C, IIB	40.8	31.3	21.5	17.8
Gannon U, IIA	30.7	26.8	23.4	16.8
Geneva C, IIB	27.2	23.3	19.0	—
Gettysburg C, IIB	37.3	28.6	21.9	21.0
Gwynedd-Mercy C, IIB	—	18.7	17.3	15.3
Harrisburg Area CC, III	30.9	27.1	23.3	17.7
Haverford C, IIB	39.2	30.5	23.7	21.9
Immaculata C*, IIB	26.1	24.9	—	—
Indiana U of Pa, IIA	35.5	29.1	23.3	17.3
Juniata C, IIB	32.7	25.1	21.7	—
Keystone JC, III	23.9	19.3	18.3	15.4
King's C, IIB	29.3	25.0	21.7	—
Lafayette C, IIB	43.5	32.0	25.5	22.8
Lancaster Bible C, IIC	—	—	15.9	
Lancaster Theol Sem, IIC	13.4			
La Roche C, IIB	—	23.2	19.9	—
La Salle C, IIB	36.7	29.8	24.6	20.0
Lebanon Valley C, IIB	28.3	22.4	20.1	—
Lehigh U, I	43.7	32.1	26.0	—
Lincoln U, IIB	28.4	22.9	18.6	15.4
Lutheran Theol Sem Philadelphia, IIC	29.7	—	—	
Lycoming C, IIB	31.4	25.2	20.5	18.3
Mansfield U, IIA	35.7	29.1	23.0	18.6
Marywood C, IIA	26.4	23.1	18.9	17.5
Mercyhurst C, IIB	26.5	22.9	20.1	17.4
Messiah C, IIB	27.6	25.0	22.9	17.3
Millersville U, IIA	33.7	29.1	23.5	19.1
Montgomery Co CC, III	32.2	27.8	22.3	18.2
Moravian C, IIB	32.5	25.5	21.2	18.0

PENNSYLVANIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Mt Aloysius JC, III		16.7	18.5	15.2
Muhlenberg C, IIB	33.9	26.3	21.4	—
Northampton County Area CC, III	27.1	24.2	21.3	17.7
Neumann C, IIB	—	23.3	—	17.4
Pa C of Optometry, I	—	30.6	24.9	—
Pa C Podiatric Med, IIC	40.7	—	25.3	—
Pennsylvania St U, I	41.3	30.6	25.2	16.9
4-year campuses, IIA	34.4	30.3	24.0	20.1
2-year campuses, III	32.4	27.4	22.0	18.7
Philadelphia C of Art, IIC	28.8	21.3	17.3	
Philadelphia C of the Bible, IIC	17.7	14.2	14.0	12.2
Philadelphia C of Pharmacy & Science, IIC	36.1	27.4	23.2	19.0
Philadelphia C of Textiles & Science, IIB	36.1	29.6	24.6	—
Point Park C, IIB	25.8	21.1	17.5	14.6
Reading Area CC, III	25.1	—	—	—
Saint Joseph's U, IIB	35.4	29.0	22.5	18.0
Seton Hill C, IIB	26.9	23.5	18.3	15.3
Shippensburg U, IIA	35.5	28.8	23.5	—
Slippery Rock U, IIA	35.6	29.1	23.4	18.6
Susquehanna U, IIB	32.7	26.3	21.7	20.3
Swarthmore C, IIB	44.4	32.6	24.3	—
Temple U, I	40.0	30.5	24.6	19.1
Thiel C, IIB	26.6	22.9	19.4	—
U of Pennsylvania, I	49.1	34.5	28.5	
U of Pittsburgh, I	43.6	30.9	24.4	17.2
Bradford, IIB	—	26.4	21.5	16.3
Greensburg, III	—	23.3	21.3	15.8
Johnstown, IIB	32.7	27.3	22.3	17.5
Titusville, III		23.2	—	—
U of Scranton, IIA	31.9	26.8	23.3	21.9
Ursinus C, IIB	31.1	25.5	21.0	—
Villa Maria C*, IIC	—	18.6	17.7	—
Villanova U, IIA	40.3	31.7	25.7	18.9
Washington and Jefferson C, IIB	30.4	25.6	22.0	20.9
Waynesburg C, IIB	22.4	18.9	—	—
West Chester U, IIA	35.6	29.2	23.6	19.7
Westminster C, IIB	30.3	23.9	20.7	—
Westmoreland Co CC, III	—	23.9	22.5	16.9
Widener U, IIA	37.1	29.8	23.2	20.3
Wilkes C, IIA	30.5	25.0	20.3	—
Williamsport Area CC, III	24.9	24.4	23.1	20.9
Wilson C, IIB	26.5	22.1	16.8	
York C of Pa, IIB	37.7	30.3	24.6	19.8

RHODE ISLAND

	Prof	Assoc Prof	Asst Prof	Inst
Barrington C, IIB	21.4	19.3	17.5	—
Brown U, I	45.3	31.6	24.6	—
Bryant C of Business Administration, IIC	36.9	32.7	26.9	25.0
CC of Rhode Island, III	28.6	24.4	21.1	14.2
Rhode Island C, IIA	31.7	25.8	22.4	18.0
RI Sch of Design, IIC	35.8	28.2	22.1	—
Salve Regina–Newport C, IIB	28.0	23.3	19.8	16.1
U of Rhode Island, I	35.8	28.4	24.9	17.6

SOUTH CAROLINA

	Prof	Assoc Prof	Asst Prof	Inst
Aiken Tech C, IV				20.2
Anderson C, IV				19.1
Baptist C at Charleston, IIB	21.0	18.4	15.0	—
Beaufort Tech C, IV				18.6
Benedict C, IIB	24.8	17.8	15.6	13.2
Central Wesleyan C, IIB	17.4	15.3	—	—
Chesterfield-Marlboro Tech C, IV				19.3
Citadel Military C, IIA	33.7	27.2	23.0	19.4
Clemson U, I	39.1	30.0	24.6	15.7
Clinton JC, IV				7.5
Coker C, IIB	25.1	20.0	17.5	
C of Charleston, IIA	31.1	26.8	21.8	—
Columbia Bible C, IIC				21.3
Columbia C, IIB	22.6	19.7	17.7	16.1
Denmark Tech C, IV				15.3
Florence Darlington Tech C, IV				18.8
Francis Marion C, IIB	32.7	25.7	21.2	15.5
Furman U, IIB	31.7	24.8	20.3	16.9
Greenville Tech C, IV				19.6
Lander C, IIB	30.9	25.4	20.6	—
Limestone C, IIC	21.4	19.7	16.2	—
Lutheran Theol Southern Sem, IIC	22.3	—	—	
Midlands Tech C, IV				20.1
Morris C, IIB	18.6	17.2	14.9	13.2
Newberry C, IIB	21.9	19.0	16.5	—
North Greenville C, III	—	16.1	—	13.2
Orangeburg Calhoun Tech C, IV				17.9
Piedmont Tech C, IV				18.1
Presbyterian C, IIB	27.6	21.3	19.6	—
South Carolina St C, IIB	32.6	27.5	22.7	17.4
Spartanburg Tech C, IV				18.4
Sumter Area Tech C, IV				18.8
Tri-County Tech C, IV				18.9
Trident Tech C, IV				18.0
U of South Carolina				
Aiken, IIB	30.2	24.2	19.8	—
Beaufort, III	—	20.9	18.2	—
Coastal Carolina, IIB	28.5	23.7	21.1	16.8
Columbia, I	39.3	28.8	23.5	17.9
Lancaster, III		22.6	19.8	
Spartanburg, IIB	29.7	24.3	20.8	18.4
Sumter, III	—	22.6	19.5	—
Voorhees C, IIB	21.8	18.2	15.7	13.3
Williamsburg Tech C, IV				18.3
Winthrop C, IIA	33.9	28.0	22.5	16.1
Wofford C, IIB	31.8	24.7	20.3	17.6
York Tech C, IV				19.4

SOUTH DAKOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	26.5	22.0	17.7	16.7
Black Hills St C, IIB	26.7	21.9	19.3	14.8
Dakota St C, IIB	20.7	21.1	18.2	15.4
Dakota Wesleyan U, IIB	24.6	21.0	17.8	14.6
National C, IV				17.5
North American Baptist Seminary, IIC	—	18.8	—	—
Northern St C, IIB	25.5	22.1	20.0	19.3
Oglala Lakota C, IV				20.6
Presentation C, IV				17.0
Sioux Falls C, IIB	22.2	19.8	18.8	—

SOUTH DAKOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
South Dakota Sch of Mines & Tech, IIC	31.3	25.3	22.3	—
South Dakota St U, IIA	28.5	23.8	19.9	18.4
U of South Dakota, I	30.3	24.2	20.5	16.2
Springfield, III	27.0	23.2	20.8	17.9
Yankton C, IIB	—	18.3	15.2	15.5

TENNESSEE

	Prof	Assoc Prof	Asst Prof	Inst
Aquinas JC*, IV				13.5
Austin Peay St U, IIA	28.4	22.1	13.7	14.4
Belmont C, IIB	27.8	22.9	20.7	17.7
Bethel C, IIB	21.1	16.8	—	—
Bryan C, IIB	22.9	19.4	17.4	—
Chattanooga St Tech CC, III	—	24.1	22.0	20.5
Christian Brothers C, IIB	28.3	22.2	19.9	—
Cleveland St CC, III	23.8	21.2	18.2	15.6
Columbia St CC, III	—	23.0	21.2	17.0
Cumberland C, IV				15.9
David Lipscomb C, IIB	26.6	21.9	18.9	15.0
Dyersburg St CC, III	—	20.9	19.5	16.5
East Tennessee St U, IIA	31.1	25.9	20.9	17.3
Fisk U, IIB	23.7	19.6	15.5	13.7
Jackson St CC, III	23.7	20.2	18.3	16.3
King C, IIB	24.1	20.4	17.6	—
Lee C, IIB	22.0	21.1	18.0	15.8
Lincoln Memorial U, IIB	21.8	17.5	15.5	13.7
McKenzie C, IV				11.8
Maryville C, IIB	23.5	18.3	16.8	14.4
Memphis St U, I	31.9	25.1	20.6	15.9
Mid-South Bible C, IIC				18.9
Middle Tenn St U, IIA	30.7	25.9	21.3	17.5
Milligan C, IIB	22.9	19.5	16.2	
Motlow St CC, III	—	21.5	19.6	19.4
Nashville St Tech Inst, III	23.8	21.2	18.3	16.5
Scarritt C, IIC	—	30.3		
Shelby St CC, III	23.7	19.5	16.1	15.3
Southern C of Optometry, IIC	34.0	32.1	—	—
Southern C of Seventh-Day Advent, IIB	18.7	17.9	16.6	14.4
Southwestern at Memphis, IIB	32.1	26.9	21.2	—
St Tech Inst				
Knoxville, III	—	20.4	17.7	15.6
Memphis, III	24.5	21.3	18.6	16.3
Tennessee St U, IIA	30.3	23.8	21.0	16.9
Tennessee Tech U, IIA	31.4	24.8	21.4	17.4
Tenn Wesleyan C, IIB	—	14.5	13.0	—
Tomlinson C, IV				16.8
Tri-Cities St Tech Inst, III		—	20.0	17.2
Tusculum C, IIB	—	15.5	14.1	—
Union U, IIB	25.3	21.4	19.4	17.0
U of the South, IIB	34.0	28.0	22.2	20.8
U of Tennessee				
Chattanooga, IIA	29.8	25.1	19.9	16.2
Institute of Ag, IIA	33.7	28.2	24.3	—
Knoxville, I	33.8	26.3	22.0	16.0
Martin, IIB	26.7	24.2	21.2	15.0
Vanderbilt U, I	43.8	30.6	24.0	22.5
Volunteer St CC, III	25.9	21.4	18.9	16.6

TEXAS

	Prof	Assoc Prof	Asst Prof	Inst
Abilene Christian U, IIA	30.0	26.2	22.9	17.8
Amarillo C, III	29.5	26.3	25.8	23.2
Angelina C, IV				23.0
Angelo St U, IIA	34.0	30.5	26.3	19.5
Austin CC, IV				24.3
Baylor U, I	39.6	29.8	25.8	20.3
Bee County C, IV				21.5
Bishop C, IIB	20.2	18.8	17.0	13.4
Cisco JC, IV				20.2
C of the Mainland, IV				28.8
Corpus Christi St U, IIA	34.5	27.8	23.9	—
Dallas Baptist C, IIB	28.7	22.9	19.3	—
Del Mar C, III	34.8	29.3	26.1	22.7
East Texas St U, IIA	34.7	28.3	24.0	20.4
El Paso County CC, IV				23.8
Frank Phillips C, IV				27.3
Galveston C, IV				25.5
Gulf Coast Bible C, IIB	21.5	—	—	16.9
Hardin-Simmons U, IIA	26.7	22.4	19.4	17.7
Henderson Co JC, IV				21.1
Hill JC, IV				20.3
Houston Baptist U, IIB	27.9	25.2	22.5	20.4
Huston-Tillotson C, IIB	24.1	16.9	16.1	—
Jarvis Christian C, IIB	25.7	20.7	19.7	15.1
Kilgore C, IV				24.9
Laredo JC, IV				23.8
Laredo St U, IIB	31.0	29.0	24.6	—
Lee C, IV				27.9
Lon Morris C, IV				19.7
McLennan CC, IV				14.4
McMurry C, IIB	25.0	20.5	19.8	16.3
North Harris Co C, IV				26.9
North Texas St U, I	36.8	29.5	25.4	21.7
Our Lady of Lake U, IIA	25.4	22.4	19.2	13.9
Pan American U, IIA	35.3	29.5	24.3	20.1
Paul Quinn C, IIB	18.0	16.0	14.2	—
Rice U, I	45.4	33.3	26.0	23.7
Saint Edward's U, IIB	28.2	21.4	17.4	15.6
Saint Philip's C, III	—	29.5	25.6	22.7
Sam Houston St U, IIA	35.4	30.1	25.4	19.2
San Antonio C, III	31.9	28.9	26.0	22.6
South Plains C, III	29.8	28.0	25.3	21.8
S Texas C of Law, IIC	49.2	38.2	—	
Southern Methodist U, I	44.7	31.4	25.5	
SW Texas St U, IIA	35.4	30.0	24.1	18.7
SW Assemblies of God C, IIC	—	—	17.2	—
Southwestern U, IIB	35.6	27.1	23.4	—
Stephen F Austin St U, IIA	34.3	28.4	23.6	19.4
Sul Ross St U, IIA	32.8	28.0	21.6	17.7
Tarleton State U, IIA	32.6	27.3	23.9	18.9
Tarrant County JC, III	30.7	29.1	26.5	23.8
Texas A & I U, IIA	33.0	26.9	22.7	16.8
Texas A & M U, I	42.1	33.2	27.5	19.1
Galveston, IIB	—	25.0	21.9	18.3
Texas Christian U, I	40.2	30.5	25.0	21.7
Texas Lutheran C, IIB	26.3	22.8	20.3	—
Texas Southern U, IIA	32.8	28.0	22.3	18.3
Texas Southmost C, IV				23.8
Texas St Tech				
Amarillo, III	24.2	22.2	19.6	
Rio Grande, III		—	23.5	20.7
Sweetwater, III	—	21.4		19.8
Waco, IV				22.1
Texas Tech U, I	39.5	30.2	24.6	16.9

TEXAS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Texas Wesleyan C, IIB	27.0	24.9	21.9	17.6
Texas Woman's U, I	36.8	30.4	24.1	21.3
Trinity U, IIA	40.4	30.7	24.4	21.2
Tyler JC, IV				24.2
U of Dallas, IIA	29.7	27.0	21.8	—
U of Houston				
Central Campus, I	43.3	30.9	25.7	20.4
Clear Lake City, IIA	37.0	30.6	26.4	25.1
U of Saint Thomas*, IIA	23.6	21.4	20.3	—
U of Texas				
Arlington, IIA	39.0	30.3	24.5	20.4
Austin, I	44.0	30.6	26.2	18.4
Dallas, I	43.3	31.0	24.8	
El Paso, IIA	35.6	29.6	23.7	18.1
Permian Basin, IIA	32.9	27.9	23.9	—
Tyler, IIA	33.3	27.3	22.6	19.3
Vernon Regional JC, IV				20.7
West Texas St U, IIA	33.6	27.8	23.0	18.6
Wharton County JC, IV				24.6

UTAH

	Prof	Assoc Prof	Asst Prof	Inst
C of Eastern Utah, IV				21.5
Dixie C, IV				22.2
Snow C, III	28.0	24.9	20.9	16.9
Southern Utah St C, IIB	27.7	23.5	19.9	17.0
U of Utah, I	38.2	27.6	22.6	15.0
Utah State U, I	33.4	26.5	22.1	19.2
Utah Tech C				
Provo, IV				21.6
Salt Lake City, IV				21.4
Weber State C, IIB	30.3	24.9	22.2	18.0
Westminster C, IIB	21.3	19.2	18.5	—

VERMONT

	Prof	Assoc Prof	Asst Prof	Inst
Castleton St C, IIB	27.4	24.3	21.8	20.1
Champlain C, III	26.4	21.3	19.7	—
Green Mountain C, III	—	19.8	16.0	—
Johnson St C, IIB	27.9	25.5	21.9	—
Lyndon State C, IIB	22.1	19.7	17.7	—
Marlboro C, IIB				18.4
Middlebury C, IIB	40.3	27.9	22.4	20.8
Norwich U, IIB	30.2	24.6	21.4	15.9
Saint Michael's C*, IIA	29.6	24.0	19.4	—
Sch for Intl Training, IIA				14.5
Southern Vermont C, IIB				15.2
Trinity C, IIB	—	19.4	17.9	16.6
U of Vermont, I	38.0	29.3	23.5	
Vermont Tech C, III	26.3	24.1	21.3	19.3

VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Averett C, IIB	23.2	19.6	17.4	
Bridgewater C, IIB	25.9	21.1	18.4	—
Christopher Newport C, IIB	27.4	23.1	21.4	18.7
C of William and Mary, I	33.3	27.3	21.8	17.0
Richard Bland C, III	—	23.0	18.8	
Eastern Mennonite C & Sem, IIB	20.7	17.7	15.2	14.4
Emory and Henry C, IIB	25.0	21.8	19.4	—
Ferrum C, III	26.5	23.2	19.6	15.4
George Mason U, IIA	36.4	27.0	22.7	21.2
Hollins C, IIB	34.9	28.4	21.3	—
James Madison U, IIA	30.2	25.2	21.8	17.1
Longwood C, IIB	30.0	25.0	20.1	18.1
Lynchburg C, IIA	29.5	23.3	19.8	—
Mary Baldwin C, IIB	27.9	21.8	19.3	18.8
Mary Washington C, IIB	29.0	25.4	20.3	18.1
Norfolk State U, IIA	30.8	26.3	21.7	16.3
Old Dominion U, IIA	35.7	26.4	22.6	17.6
Protestant Episcopal Theol Sem in Va, IIC	23.0	—	—	
Radford U, IIA	30.4	24.6	20.8	17.9
Randolph-Macon C, IIB	29.3	24.3	19.8	—
Randolph-Macon Woman's C, IIB	29.8	23.5	19.8	—
Roanoke C, IIB	32.0	24.8	20.6	—
Saint Paul's C, IIB	18.1	17.8	—	14.7
Shenandoah C and Consv of Music, IIB	22.8	20.1	17.5	13.6
Southern Sem JC, IV				15.7
Sweet Briar C, IIB	32.5	25.6	20.0	—
Union Theol Sem Va, IIC	25.5	—	—	
U of Richmond, IIA	38.4	29.8	23.8	17.8
U of Virginia, I	45.6	30.9	23.4	19.6
Clinch Valley C, IIB	27.1	21.7	18.6	—
Virginia Intermont C, IV				15.5
Virginia Military Inst, IIB	32.4	26.7	22.8	19.3
Virginia Poly Inst and St U, I	40.7	29.9	24.7	18.9
Virginia St CC System				
Dabny Lancaster, III	—	23.0	20.1	—
J Sargnt Reynolds, III	24.7	22.4	19.8	17.1
New River, III	25.8	23.0	19.1	15.5
Northern Va, III	27.1	24.3	21.0	17.7
Piedmont Va, III	25.7	21.3	19.0	15.9
SW Virginia, III	24.3	22.8	20.3	17.2
Tidewater, III	24.8	22.6	19.4	16.8
Va Highlands, III	—	22.9	19.8	16.0
Virginia St U, IIA	28.4	24.7	20.7	17.8
Virginia Union U, IIB	23.6	19.3	17.4	15.8
Virginia Wesleyan C, IIB	26.9	24.9	19.9	—
Washington and Lee U, IIB	37.1	28.0	25.0	—

WASHINGTON

	Prof	Assoc Prof	Asst Prof	Inst
Central Wash U, IIA	32.8	27.4	22.9	—
Cornish Inst, IV				12.9
Eastern Wash U, IIA	31.9	27.7	21.9	—
Evergreen St C, IV				29.7
Fort Steilacoom CC, IV				26.3
Gonzaga U, IIA	36.0	27.8	21.0	18.3
Grays Harbor C, IV				27.0
Highline CC, IV				26.1
Lower Columbia C, IV				24.0
Northwest C of the Assemblies of God, IIC	—	—	19.7	—
Olympic C, IV				26.2
Pacific Lutheran U, IIA	31.8	25.8	21.4	—
Peninsula C, IV				26.7
Seattle CC District				
North Seattle CC, IV				27.0
Seattle Central CC, IV				27.2
South Seattle CC, IV				26.4
Seattle Pacific U, IIB	28.9	25.3	21.6	17.6
Seattle U*, IIA	31.9	26.3	22.4	20.9
Shoreline CC, III	26.2			21.7

WASHINGTON—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Skagit Valley C, IV				24.2
Tacoma CC, IV				29.7
U of Puget Sound, IIA	34.1	27.4	22.7	18.4
U of Washington, I	40.8	29.3	25.5	—
Walla Walla C, IIB	22.7	21.5	20.6	18.8
Washington St U, I	37.2	28.6	24.9	18.8
Wenatchee Valley C, IV				23.4
Whatcom CC, IV				24.3
Whitman C, IIB	36.1	29.3	24.6	21.2
Whitworth C, IIA	30.6	25.0	20.9	—
Yakima Valley CC, IV				28.2

WEST VIRGINIA

	Prof	Assoc Prof	Asst Prof	Inst
Alderson-Broaddus C, IIB	—	20.8	17.4	14.8
Bethany C, IIB	26.2	22.0	18.5	—
Bluefield St C, IIB	24.0	21.4	18.0	14.6
Davis and Elkins C, IIB	23.3	19.9	17.8	16.0
Fairmont St C, IIB	26.0	20.9	18.5	16.6
Glenville St C, IIB	23.6	21.3	18.5	16.6
Marshall U, IIA	27.4	22.7	19.8	15.6
Ohio Valley C, III		—	15.5	—
Parkersburg CC, III	23.2	20.2	17.0	15.7
Potomac St C, III	26.7	21.6	19.0	14.7
Salem C, IIB	—	18.0	15.9	14.4
Shepherd C, IIB	27.1	22.8	20.3	17.4
S West Virginia CC, III	—	21.7	17.8	14.3
U of Charleston, IIB	21.4	17.7	17.7	
West Liberty St C, IIB	25.6	21.3	19.0	16.7
West Virginia C of Grad Studies, IIC	30.7	26.7	—	
West Virginia Inst of Tech, IIB	26.6	22.1	19.5	16.8
West Virginia N CC, III	21.9	18.8	16.7	14.2
West Virginia St C, IIB	25.7	21.8	18.8	16.2
West Virginia U, I	32.1	25.9	20.5	15.7
W Va Wesleyan C, IIB	25.7	22.0	19.2	16.7
Wheeling C, IIB	25.2	20.9	17.8	—

WISCONSIN

	Prof	Assoc Prof	Asst Prof	Inst
Alverno C, IIB	25.2	21.6	17.7	16.3
Beloit C, IIB	29.1	24.3	20.5	
Blackhawk Tech Inst, IV				23.5
Carroll C, IIB	29.8	25.5	21.9	
Carthage C, IIB	27.4	22.5	17.9	16.3
Concordia C, IIB	—	17.8	15.7	—
District One Tech Inst, IV				26.8
Edgewood C, IIB	23.1	18.5	16.3	
Gateway Tech Inst, IV				22.7
Inst of Paper Chem, IIC	40.6	36.6	30.3	—
Lakeland C, IIB	—	—	16.4	—
Lawrence U, IIB	35.5	29.5	22.0	
Marian C Fond du Lac, IIB	—	—	17.7	15.3
Marquette U, I	40.3	31.1	25.1	20.0
Mid-State Tech Inst, IV				11.6
Milwaukee Area Tech C, IV				31.5
Milwaukee Sch of Engineering, IIB	30.3	26.3	21.7	19.6
Moraine Park Tech Inst, IV				24.1
Mt Mary C, IIB	—	22.0	18.0	—
Mt Senario C, IIB	—	17.2	15.2	—
Nicolet C & Tech Inst, IV				24.2
N Central Tech Inst, IV				24.3
NE Wis Tech Inst, IV				24.9
Northland C, IIB	20.8	18.1	16.2	—
Ripon C, IIB	32.8	25.2	19.9	—
Saint Norbert C*, IIB	32.2	27.2	21.1	—
U of Wisconsin				
Center System, III	28.7	24.1	20.5	17.2
Eau Claire, IIA	32.9	26.1	22.7	19.8
Green Bay, IIA	33.5	26.1	19.9	—
La Crosse, IIA	32.7	27.5	25.4	22.4
Madison, I	38.0	27.2	24.1	—
Milwaukee, I	37.8	27.5	23.3	20.8
Oshkosh, IIA	32.5	27.7	23.9	20.6
Parkside, IIA	35.4	26.9	21.9	
Platteville, IIA	31.2	26.9	24.0	—
River Falls, IIA	30.9	24.6	21.1	18.7
Stevens Point, IIA	30.9	25.3	22.8	19.1
Stout, IIA	31.2	25.8	22.1	19.9
Superior, IIA	33.7	25.6	21.0	—
Whitewater, IIA	32.1	27.0	23.5	19.8
Viterbo C, IIB	—	22.6	18.8	17.5
W Wis Tech Inst, IV				25.1
Wis Consv of Music, IV				17.2

WYOMING

	Prof	Assoc Prof	Asst Prof	Inst
Casper C, IV				27.9
Central Wyoming C, IV				24.1
E Wyoming C, IV				23.8
Laramie County CC, IV				27.2
Northwest CC, III	—	30.7	28.5	20.9
Sheridan C, IV				25.7
U of Wyoming, I	40.5	32.4	25.2	24.7
W Wyoming CC, III	37.6	34.5	30.9	23.4

GUAM

	Prof	Assoc Prof	Asst Prof	Inst
U of Guam, IIA	32.9	27.4	23.0	19.5

PUERTO RICO

	Prof	Assoc Prof	Asst Prof	Inst
American C of Puerto Rico, III	—	—	12.0	9.5
Antillian C, IIB	11.5	11.1	9.9	5.3
Bayamon Central U, IIB	18.5	—	14.0	11.0
Catholic U of Puerto Rico, IIB	22.3	17.3	15.2	12.9
Conservatory of Music of Puerto Rico, IIC		10.6	10.3	—
Arecibo Tech U C, III	24.1	20.0	16.6	13.0
Inter American U, IIA	15.6	16.7	14.3	11.9
Ponce Tech U C, III	—	20.5	16.6	12.6
Puerto Rico JC, III		14.9	12.8	10.8
Tech C San Juan, III		—		10.3
U of Puerto Rico				
Cayey U C, IIB	28.0	19.9	16.6	14.1
Humacao U C, IIB	—	20.4	17.3	13.1
U of the Sacred Heart, IIB	20.2	16.4	14.3	12.4

VIRGIN ISLANDS

	Prof	Assoc Prof	Asst Prof	Inst
C of Virgin Islands, IIB	31.2	26.6	21.8	18.7

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News Summary

Articles on inside pages

Women's studies have largely managed to "put women in the picture," but the potential challenge to traditional scholarship is more subtle than that. Story on Page 5.

A platform recommending legislation to protect the financial aid of students who fail to register for the draft was approved by the College Young Democrats. Story on Page 10.

In Colorado, the fate of the state's higher-education system has become one of the hottest political issues around. Story on Page 11.

Student-aid officials say new federal regulations concerning academic standards for aid recipients could usurp the authority of colleges. Story on Page 13.

Congress last week sent to President Reagan legislation to provide support for the improvement of science instruction. Story on Page 13.

Adelphi University is saving money and jobs with an early-retirement plan that officials and faculty members there see as a model for other institutions. Story on Page 17.

Two television networks, ABC and ESPN, have signed contracts worth $21.2-million with the College Football Association to telecast its member teams' games next season. Story on Page 21.

Nicaragua's universities, five years after the Sandanista revolution, have doubled their enrollment and virtually eliminated tuition fees. Story on Page 23.

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New Ruling Said to Make Job Bias Harder to Prove

'Comparable worth' plea not accepted by court

By CHERYL M. FIELDS

Victims of alleged job discrimination will have a harder time arguing the controversial theory of "comparable worth" following a federal circuit court's ruling against members of the nursing faculty at the University of Washington, some lawyers believe.

The theory holds that women and men should be paid the same wages for work that is of comparable responsibility and value to an employer, even if they hold jobs that are not identical or substantially equal.

Ruling in a lawsuit filed against the university by 76 present and former members of the nursing faculty, a three-judge panel of the U.S. Court of Appeals for the Ninth Circuit held that statistical evidence of pay disparities between faculty members of different disciplines was not enough to establish a finding of sex bias, in the absence of evidence of intentional discrimination.

The judges also ruled that the university's reliance on the "marketplace" for setting salaries for faculty members of different departments did not violate laws requiring equal pay for equal work and barring sex bias in employment.

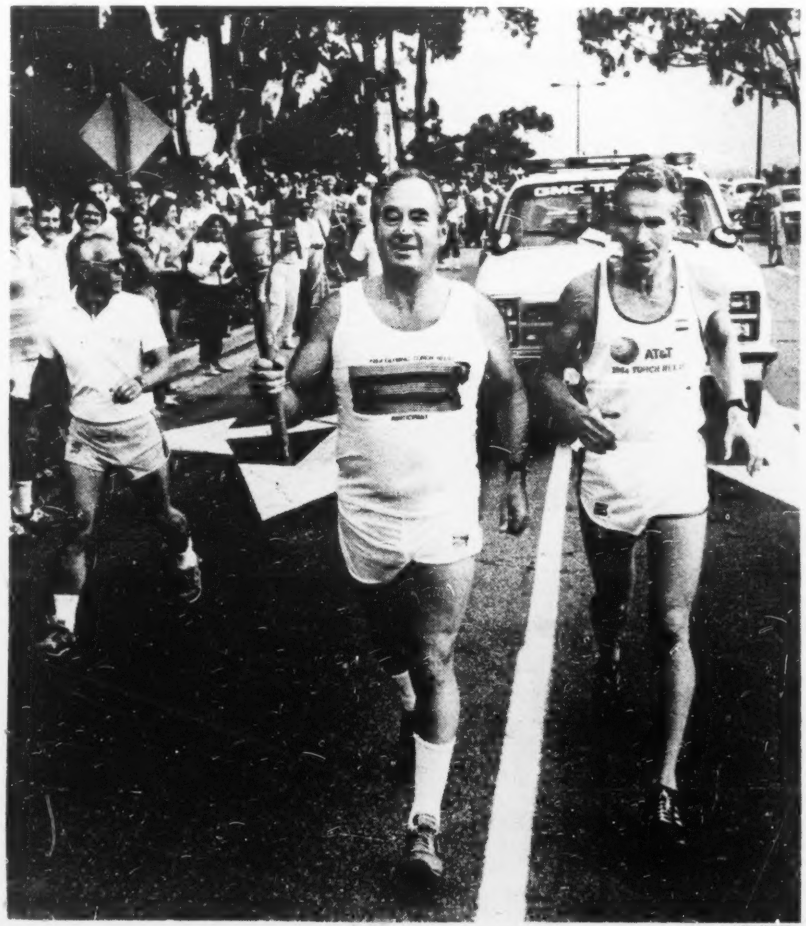
'Teaching Is Teaching'

Members of the nursing faculty argued that "teaching is teaching and that their work was substantially equal to work by other faculties," said Richard O. Prentke, a lawyer for the university.

"But the Ninth Circuit made it clear that different faculties do not perform substantially equal work, particularly at a major research university, so it will be difficult to make a claim under the Equal Pay Act based on different salaries for faculties in different disciplines," he said.

Another important ramification of the ruling, Mr. Prentke added, is that the court said that a university or other employer

Continued on Page 9, Column 1



LEN WOOD

Chancellor Robert A. Huttenback of the University of California, Santa Barbara, takes a turn at carrying the Olympic torch to Los Angeles just before the opening of this summer's Olympic Games.

California Scientists Fear Pollution May Harm Olympic Athletes, Fans

By KIM McDONALD

LOS ANGELES

Athletes participating in the 1984 summer Olympic Games here this week and next could be forced to compete in some of the worst smog ever to blanket the area. Some university researchers predict that high pollution levels may severely affect performances in some events and pose a health hazard to spectators.

First-stage smog alerts, indicating a potential health hazard, were announced in parts of Los Angeles County nearly every day in the first part of July, many of them in areas scheduled for equestrian, soccer, and field-hockey events.

"It was the worst series of first-stage episodes" in the Los Angeles area, Jim Birakos, deputy executive officer of the South Coast Air Quality Management District in El Monte, Cal., said last week.

He said air quality had improved substantially when sea breezes blew the pollution out of the Los Angeles basin last week, just a few days before the opening of the Olympics, but noted that the situation could change quickly. "We're going to call this thing one day at a time," he said.

Researchers at several universities who recently began investigating the effects of smog on athletes said poor air-quality conditions could be detrimental for distance runners, cyclists, and soccer and field-hockey players. Those athletes typically exercise at high intensity for 30 minutes or longer, forcing them to breathe heavily for long periods.

The biggest problem for endurance athletes if smog levels are high, said Michael Simmons, a medical researcher at the Uni-

Continued on Page 22, Column 1

Football Teams on NCAA Probation Given Approval to Appear on TV

By CHARLES S. FARRELL

The National Collegiate Athletic Association has temporarily suspended the sanctions that would have barred several college football teams from appearing on live television this fall.

It took that action because of doubts about the scope of its authority to impose such sanctions, following the Supreme Court decision in June that stripped the N.C.A.A. of its exclusive authority to regulate the televising of college football. Of the seven Division I football-playing institutions affected by the suspension, however, only the University of Southern California said it would definitely proceed with such telecasts this fall.

William B. Hunt, the association's assistant director for enforcement, said last week that the Supreme Court had acknowledged that it was appropriate for the N.C.A.A. to exercise some control over intercollegiate athletics. However, he said,

Continued on Page 22, Column 1

Universities Hit Georgetown U. for Linking Them to Controversial Program

WASHINGTON

Georgetown University, criticized by several college associations for lobbying Congress for a $160-million fuel cell demonstration program, is now under fire from two universities for erroneously stating that they had agreed to participate in the proposed program.

The presidents of the University of Alaska and the University of Texas at El Paso complained in sharply worded letters to the Rev. Timothy S. Healy, president of Georgetown, that no one at their institutions had made such an agreement.

Haskell M. Monroe, president of El Paso, added that no one at his university had even been contacted by Georgetown about participating in the proposed program before Georgetown's press office issued a release stating that proposed demonstration plants would be located at his university, the University of Alaska, and the University of Scranton.

The president of Scranton, the Rev. J. A. Panuska, last week said he had discussed the possibility of his institution's involvement with Georgetown, but added "there certainly has not been any formal agreement signed."

"The press release was apparently premature," he added, "but we feel no anger or offense."

Father Healy has sent letters of apology to Mr. Monroe and Jay Barton, president of the University of Alaska, stating that the mistake was a "gross error" caused by the failure of his press office to check the release with "appropriate" Georgetown officials before mailing it.

He also asked the presidents to consider whether they want to be involved in the proposed program, although Mr. Monroe told Father Healy in his letter that he did not believe it was "appropriate for us to agree now to involvement because of the unusual manner in which funding has been sought for the project."

Army Funds for Power Plan

Georgetown last year succeeded in persuading Congress to redirect $820,000 of the Army's fiscal 1984 research and development budget so that it could begin planning the demonstration program, which would use fuel cells powered by gasified coal to generate electricity.

This spring the university asked Congress for Army funds in fiscal 1985 to begin the program, despite objections from the National Association of State Universities and Land-Grant Colleges and other associations, which complained that the project had not received peer reviews by scientists. No funds have yet been approved.

Robert M. Rosenzweig, president of the Association of American Universities, said the university's project could cost the Army's research program as much as $160-million over the next five years and result in the reduction or elimination of research programs that had been approved by peer-review committees.

An unsigned memorandum circulating on Capitol Hill implies that Mr. Rosenzweig's organization may be acting in its own self-interest, noting that the 50 major research universities that are members of the association receive the lion's share of federal research support. Georgetown is not a member of the association.

"Peer review is one mechanism for allocating federal research dollars, but it is not the only method," the memo says.

"In some instances," the memo says," where a project involves high start-up costs, where critical national priorities are at stake, and where the host community may be affected economically, socially, or environmentally, Congress is the best and most appropriate forum for making such decisions about the distribution of research funds, because it is best qualified to make social policy."

Several university officials charged that Georgetown was circulating the memorandum in an effort to counter criticism about its proposed project, but Janet C. Lane, a spokesman for the university, said she knew of no such document.

—KIM McDONALD

FACT-FILE

Universities Ranked Among the Top 500 Defense Contractors in Fiscal 1983

WASHINGTON

Colleges and universities received 6 per cent of Department of Defense contract funds for research, development, testing, and evaluation in fiscal year 1983.

Over all, the 1,901 business, educational, nonprofit, and government organizations with contracts over $25,000 received a total of $16.3-billion.

Of that group, 204 higher-education institutions received $941,891,000.

The top 500 contractors received 98.2 per cent of the department's research-and-development funds. There were 88 colleges and universities and university foundations among the top 500.

The contracts supported federal civil water-resource projects as well as military research-and-development. The figures do not include contracts for training programs.

	Amount of contracts (add 000)	Rank in top 500
Massachusetts Inst. of Technology	$247,845	15
Johns Hopkins University	226,703	17
Illinois Institute of Technology	42,054	51
University of California	39,956	54
Stanford University	25,993	67
Georgia Institute of Technology Research Institute	25,160	70
University of Texas	23,250	72
Pennsylvania State University	20,436	77
University of Rochester	20,393	78
University of Southern California	18,762	81
University of Washington	15,269	89
University of Dayton	14,809	93
New Mexico State University	14,013	96
Carnegie-Mellon University	12,248	106
University of New Mexico	10,522	114
University of Illinois	10,426	116
Utah State University	8,745	133
Columbia University	7,165	149
University of Maryland	6,790	154
Cornell University	5,227	177
California Institute of Technology	4,808	188
Ohio State U. Research Foundation	4,522	197
Yale University	4,462	198
University of Utah	4,304	203
University of Wisconsin	4,285	204
University of Pennsylvania	3,947	211
Oregon State University	3,924	213
Harvard University	3,920	214
Boston University	3,476	234
University of Miami	3,333	242
Virginia Polytechnic Inst. & State U.	3,286	246
University of Massachusetts	3,158	250
Texas A&M U. Research Foundation	3,121	252
University of Michigan	3,064	254
University of Arizona	2,991	260
Rensselaer Polytechnic Institute	2,906	264
Princeton University	2,848	267
New York University	2,693	272
Boston College	2,677	276
University of Rhode Island	2,566	282
George Washington University	2,524	287
Florida State University	2,519	288
Oklahoma State University	2,476	290
University of Pittsburgh	2,431	293
University of Colorado	$2,377	296
Northeastern University	2,362	298
Georgia Institute of Technology	2,355	299
Lehigh University	2,298	300
Purdue U. Research Foundation	2,279	301
University of North Carolina	2,157	309
New York State U. Research Foundation	2,144	310
University of Florida	2,140	311
New Mexico Institute of Mining and Technology	2,138	312
University of Hawaii	2,128	313
Brown University	2,109	316
University of Iowa	1,941	326
Case Western Reserve University	1,878	330
Georgetown University	1,869	332
Clemson University	1,852	336
Colorado State University	1,815	343
University of Minnesota	1,795	346
North Carolina State University	1,731	349
University of Denver	1,698	352
Northwestern University	1,686	353
University of Virginia	1,670	357
Michigan State University	1,531	370
University of Alabama	1,464	378
New York Polytechnic Institute	1,458	381
University of Tennessee	1,328	401
Louisiana State University	1,319	405
University of Missouri	1,306	407
Stevens Institute of Technology	1,266	414
Duke University	1,247	418
University of Central Florida	1,203	424
Emmanuel College (Mass.)	1,186	431
Michigan Technological University	1,182	433
Wentworth Inst. of Technology	1,171	441
Texas Tech University	1,126	446
State U. of New York	1,119	448
Rutgers University	1,089	456
Washington State University	1,086	457
Purdue University	1,033	469
Catholic University of America	1,009	475
Drexel University	952	488
University of Houston	938	493
Washington University (Mo.)	933	495
Auburn University	904	498
Regents of the U. of Michigan	901	499

SOURCE: U.S. DEPARTMENT OF DEFENSE

Standards for Aid Recipients

Continued from Preceding Page

they could not earn the same grade-point average as other students or complete their course work in the same amount of time.

Aid administrators also said the regulations would require them to help formulate academic policy in addition to their other duties. Some added that it would be a time-consuming process to monitor the academic standing of each student before giving aid.

Education Secretary Terrel H. Bell, speaking at the meeting here, said the regulations would not interfere with the autonomy of financial-aid officials. He said he did not favor setting a national standard, such as requiring a C average for aid recipients, and said he would oppose any attempt by legislators to try to mandate a point average.

"We want to leave that in the hands of the institutions," he said.

Daniel R. Lau, acting director of the department's Program Services Office of Student Financial Assistance, told the association, "We don't want to be prescriptive in terms of what your standards are going to be." But he said the regulations were necessary to curb abuse in federal student-aid programs. "Many institutional policies weren't that clear" or were not enforced, he added.

Mr. Lau noted that the regulations had caused much confusion and a "certain paranoia" among aid officers because they will be required to alter their traditional roles. "This is an issue that goes beyond the financial-aid officer, because it does involve the academic process," he said.

Threat to Self-Regulation

John Anderson, director of student financial aid at Portland State University, said the regulations would pose a threat to an institution's ability to regulate itself and noted that the majority of public four-year institutions have academic standards of progress but are not concerned about the rate at which students complete their education.

Richard F. McCracken, director of financial aid at the Community College of Philadelphia, said his institution must repay the government $1.8-million in financial-aid funds because auditors from the Education Department ruled that its academic standards did not comply with the government's regulations.

"The level of anxiety is just so high on this issue," said Robert A. Stevens, a financial-aid counselor at Miami-Dade Community College, which has a large population of Haitian and Cuban students. Mr. Stevens said he feared that students at his institution could be cut off from federal aid, because most spend considerable time learning how to speak English before they begin their course work. "It's an incredible encroachment on institution policy," he said.

'Much More Rigid' Rules

Bobbi Heuer, director of financial aid at the California Institute of the Arts, said, "The regulations are much more rigid than we've ever had to deal with, being the kind of institution we are. We're looking at the student as an artist and not as an academic person."

The regulations will "impose a severe burden on the limited staff that I have and will detract from our ability to provide other services," said Rudy Santo, financial-aid director at Fordham University.

Mr. Santo said that establishing time limits in which students must complete their education could present a roadblock for many who, for a variety of reasons, need extra time to finish college.

Not all financial-aid officers oppose the new rules.

Linda Renschler, financial-aid director at Indiana University Southeast said, "It's time to do something about the problems. We need to monitor progress. It's a necessary evil, unfortunately, because so many people abuse the system."

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Borrowing by Financial-Aid Recipients Is Increasing, 1983-84 Survey Finds

By JEAN EVANGELAUF

WASHINGTON

► Student borrowing is increasing.

► The percentage of aid recipients who are minority students is down at public institutions, but up slightly at private ones.

Those are among the preliminary findings of a survey of 1983-84 student-aid recipients, which was sponsored by four higher-education associations.

The findings present a "snapshot" of undergraduate aid recipients who are financially dependent on their parents, as well as of aid recipents who are financially independent, the sponsors said.

At private colleges, 77 per cent of the aid recipients are dependent, while at public institutions 60 per cent are dependent.

The report estimated that, over all, 59 per cent of the 2.1 million students enrolled at private colleges and universities and 31 per cent of the 9.6 million students at public institutions received financial assistance in 1983-84.

Julianne Still Thrift, executive director of the National Institute of Independent Colleges and Universities, said that in the private sector, the percentage of minority students receiving aid had increased slightly since 1981. "But that's good news and bad news," she said. "More students are getting aid, but they're also taking on a large debt burden."

Guaranteed Student Loans are replacing grants as the standard form of aid for needy students, Ms. Thrift said. When adjusted for inflation using 1978 dollars, the family income level at which students were more likely to take out Guaranteed Student Loans than to receive Pell Grants was $36,000 in 1979-80, she said. "By 1981-82, the crossover point at which students were more likely to take out G.S.L.'s was $24,000, and in 1983-84, the crossover point was $15,000."

At private colleges, 34 per cent of the undergraduate aid recipients got Pell grants and 59 per cent took out guaranteed loans.

Four years ago, only 23 per cent of the aid recipients at private colleges had guaranteed loans, Ms. Thrift said.

At public institutions, 62 per cent of the dependent undergraduates received Pell Grants and 35 per cent received guaranteed loans in 1983-84.

Recipients' Family Income

The distribution of family income of 1983-84 aid recipients was as follows:

Independent students:

	Private	Public
Under $6,000	50%	58%
$6,000—$11,999	20%	28%
$12,000—$17,999	14%	10%
$18,000—$23,999	8%	4%
$24,000—$29,999	6%	2%
$30,000—$35,999	1%	0%
Over $36,000	1%	0%

Dependent students:

	Private	Public
Under $6,000	10%	12%
$6,000—$11,999	11%	19%
$12,000—$17,999	13%	19%
$18,000—$23,999	13%	16%
$24,000—$29,999	16%	15%
$30,000—$35,999	12%	8%
Over $36,000	25%	11%

At public institutions, 28 per cent of the dependent aid recipients and 29 per cent of the independent recipients were members of minority groups. At private institutions, 17 per cent of the dependent recipients and 21 per cent of the independent recipients were minority-group students.

Jacob Stampen, a professor of educational administration at the University of Wisconsin at Madison who analyzed the aid data, said that at public institutions, the percentage of aid recipients who were members of minority groups had dropped since 1981-82, from 34 per cent to 28 per cent.

"Over the course of their four years, low-income students are borrowing as much as middle-income students," he added.

The survey found that the average age of aid recipients who were dependent financially on their parents was 20, while the average age of financially independent recipients was 28 at private colleges and 27 at public institutions.

Only 2 per cent of dependent recipients were 26 or older, while 56 per cent of independent students at private colleges and 49 per cent of those at public colleges were 26 or older.

The survey was sponsored by the American Association of Community and Junior Colleges, the American Association of State Colleges and Universities, the National Association of State Universities and Land-Grant Colleges, and the National Institute of Independent Colleges and Universities. It was financed by the Ford Foundation.

The preliminary results were based on the financial-aid records of 13,200 students at 324 colleges and universities.

Final reports on student aid at public and private higher education institutions will be prepared by the American Association of State Colleges and Universities and the National Institute of Independent Colleges and Universities, respectively, and will be available in the fall.

FACT-FILE

Undergraduate Student-Aid Recipients: Where Their College Money Comes From

	Dependent students				Independent students			
	Private institutions		Public institutions		Private institutions		Public institutions	
	Average dollars	Per cent of total costs	Average dollars	Per cent of total costs	Average dollars	Per cent of total costs	Average dollars	Per cent of total costs
Student expenses								
Tuition and fees	$5,088	60%	$1,117	27%	$4,055	42%	$ 899	15%
Other	3,452	40%	3,065	73%	5,696	58%	5,158	85%
Total expenses	8,540	100%	4,182	100%	9,751	100%	6,057	100%
Student resources								
Parental contribution	2,216	26%	1,025	25%	—	—	—	—
Grants (need-based)								
Pell	495	6%	725	17%	1,140	12%	897	15%
SEOG	176	2%	106	3%	126	1%	100	2%
State (including SSIG)	578	7%	168	4%	517	5%	120	2%
Institutional	495	6%	26	1%	1,140	12%	14	0%
Total grants	1,743	20%	1,025	25%	2,924	30%	1,131	19%
Student employment								
College Work-Study	423	5%	264	6%	285	3%	347	6%
State or institution	193	2%	6	0%	275	3%	9	0%
Total employment	616	7%	270	6%	560	6%	356	6%
Loans								
NDSL	302	4%	186	5%	274	3%	192	3%
GSL/FISL	1,627	19%	784	19%	1,463	15%	863	14%
Institutional	36	0%	4	0%	57	0%	2	0%
Total loans	1,965	23%	976	23%	1,794	18%	1,057	17%
Student contributions	1,280	15%	648	16%	3,114	32%	3,246	54%
Other aid	639	8%	168	4%	505	5%	139	2%
Total resources	**$8,460**	**99%**	**$4,112**	**98%**	**$8,896**	**91%**	**$5,929**	**98%**
Remaining need	**$ 81**	**1%**	**$ 70**	**2%**	**$ 885**	**9%**	**$ 128**	**2%**

Note. Each dollar figure is an average; individual averages may not add to subtotals and totals

SOURCE: "SURVEY OF STUDENT AID RECIPIENTS" BY THE NATIONAL INSTITUTE OF INDEPENDENT COLLEGES AND UNIVERSITIES, AMERICAN ASSOCIATION OF STATE COLLEGES AND UNIVERSITIES, NATIONAL ASSOCIATION OF STATE UNIVERSITIES AND LAND-GRANT COLLEGES, AND AMERICAN ASSOCIATION OF COMMUNITY AND JUNIOR COLLEGES.

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A 6-Month Index to The Chronicle Begins on Page 59

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News Summary

Articles on inside pages

The next issue of The Chronicle, dated August 29, will be mailed on August 24.

Three state institutions in Colorado will be consolidated into a single university system, with Colorado State University as the flagship campus. Story on Page 2.

The interdisciplinary study of law and social policy at the Boalt Hall law school fosters the growth of a critical legal scholarship. Story on Page 5.

Financial-aid officers need to be prepared for a growing number of lawsuits involving student loans and other assistance. Story on Page 4.

The ruling by the Supreme Court on football telecasts could put colleges under more pressure to create winners, says the N.C.A.A.'s John Toner (right). Story on Page 19.

Tuition benefits that employers provide their workers should not be taxed, educators and business leaders told Congress. Story on Page 15.

The President of Mexico has called for "important structural changes" in his country's system of secondary and higher education. Story on Page 25.

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Licensing Rules for Physicians Under Scrutiny

States stung by reports of medical-diploma fraud

By **ELIZABETH GREENE**

Spurred by reports of diploma fraud at medical schools in the Dominican Republic and Mexico, licensing boards in at least 10 states are reviewing applications and toughening procedures to detect applicants with insufficient or fraudulent credentials.

Thus far, at least 11 people have been indicted as a result of state and federal investigations of the scandal, and a grand jury in New York may soon indict as many as 13 others.

In addition, the government of the Dominican Republic has closed two medical schools involved in the charges—the Universidad Centro de Estudios Tecnológicos (CETEC) and the Universidad Centro de Investigación, Formación, y Asistencia Social (CIFAS)—and has arrested at least four administrators of those institutions.

Linked to Seller of Transcripts

Nine of those indicted in the United States were allegedly involved with Pedro de Mesones, a Peruvian-born naturalized American who was sentenced in January for selling false medical-school transcripts to students in the Caribbean and Mexico, most of them at CETEC, from January 1982 to August 1983.

In addition, two people who were not involved with de Mesones, but who attended medical school in the Dominican Republic, were indicted in New York last month on charges of diploma fraud.

A list of the people under federal investigation includes 165 names, almost all Americans. No one other than de Mesones

Continued on Page 10, Column 1

PHOTOGRAPH FOR THE CHRONICLE BY CLARK THOMAS

Edward M. Elmendorf, Assistant Secretary of Education, describes the report of the special panel that recommended ways to save Fisk University.

Bold Steps Needed if Troubled Fisk U. Is to Survive, a Federal Panel Finds

By **CHARLES S. FARRELL**

NASHVILLE

A special committee created by the U.S. Department of Education has completed its study of financially troubled Fisk University, concluding that "the situation at Fisk is critical enough that bold and aggressive steps must be taken immediately if the university is to survive."

To assist in that survival, the committee prepared a series of suggested options for the university. While the board of trustees is still reviewing the majority of those options, it quickly accepted the suggestion that a board of advisers be established to help develop a strategic plan for Fisk.

Terrel H. Bell, Secretary of Education, at a presentation of the report here, said it would help forge a bright future for Fisk. "But we also believe the report has power beyond Fisk," he said. "The challenges facing Fisk University are similar to the challenges facing other institutions. We believe this approach is one that many of the historically black colleges and universities should consider as a model."

Fisk, long considered one of the premier black institutions in the country, has been beset by financial difficulties. By last fall its debt had swelled to $2.8-million, and the university attracted national attention when students had to go begging in the streets of Nashville for money to restore

Continued on Page 13, Column 1

Violence and Aggression at the Olympics: They're Not New

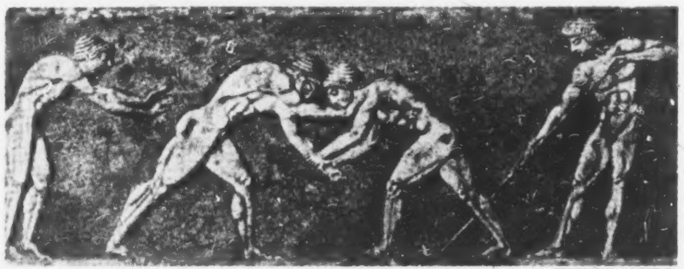
By **PETER MONAGHAN**

EUGENE, ORE.

In ancient Greece—so the story goes—warring states submitted *en masse* to an "Olympic Truce" for the duration of the Olympic Games. They cast down their weapons and bore witness to the peacemaking nature of wholesome athletic competition.

It is a nice story, but only a story, according to Manfred Laemmer, professor of history at the German Sports University in Cologne.

The "Olympic Truce," or *ekecheiria*, Mr. Laemmer told delegates to the 1984 Olympic Scientific Congress here, had no peacemaking function at all. Rather, it was "merely a set of provisions designed to guarantee the unhindered participation of all athletes, coaches, officials, and spectators."



BETTMANN ARCHIVE

Sport in ancient Greece, such as wrestling, above, was often brutal and warlike.

Everyone agreed to the provisions, he said, because there seemed little point in holding the contests if nobody arrived alive.

Representatives of the modern Olympic movement, Mr. Laemmer said, have repeatedly sought to justify their ideals and demands by citing an "eternal spirit of the Games." Reference to the supposed conditions in ancient Greece has been a major argument, he said, of those who would have the Olympic Games moved permanently to a site in Greece. But, in

Continued on Page 21, Column 1

Carnegie Fund to Launch Major Study of Goals of Undergraduate Education

PRINCETON, N.J.

The Carnegie Foundation for the Advancement of Teaching this week announced plans for a "comprehensive study" of undergraduate education that it hopes will subject colleges and universities to the same kind of scrutiny that American high schools have faced in recent months.

"There is an urgent need to bring colleges and universities more directly into the debate about the purposes and goals" of education, said Ernest L. Boyer, the foundation's president.

"There is little agreement about what should be taught and about what it means to be an educated person," Mr. Boyer added. "Indeed, it is startling that college educators expect the public schools to define goals and clarify academic content, while often they themselves seem confused about these central educational issues."

The new study, *College: A Report on Undergraduate Education in America*, will be published in 1986 by Harper and Row. It will include the results of a survey of 5,000 students and 5,000 faculty members, and first-hand reports from teams of observers who will visit 30 college and university campuses this fall.

JOHN C. PHILLIPS

"There is little agreement about what should be taught," says Carnegie's Ernest Boyer.

According to the foundation's announcement, each team will spend three weeks on a campus. Its members "will interview students, faculty, and staff members, sit in on classes, gather information, and participate in the informal life of the institution."

In justifying the need for such a study, Mr. Boyer cited concerns that "college students are not well informed about the world in which they live, that they are becoming more parochial at the very time the human agenda become more global, and that they lack historical perspective and have little knowledge of the significant social trends that will consequently shape their lives."

In addition, he said:

► "There has been a growing gap between the traditions of liberal education and job-related majors.

► "Business and industry leaders complain about communication skills and work patterns of graduates.

► "There has been a decline in the performance of college students on the verbal section of Graduate Record Examinations.

► "Among faculty members, there is greater tension over growing pressure to gain tenure.

► "Few activities outside the classroom other than athletics bring faculty members and students together."

Mr. Boyer said the foundation's board had decided to embark on the study in part because of the need to assure that secondary and college-level education were perceived in relation to each other. The first part of the study will focus on colleges and universities as they are viewed by high-school students and counselors, and by students' parents, he said.

U.S. to Analyze Graduate-Exam Score Drop

WASHINGTON

The National Institute of Education is expected to release in September an analysis of recent trends in scores on entrance examinations for graduate and professional schools.

The analysis will cover the period from 1964 to 1982 and focus on the Graduate Record Examination, the Law School Admissions Test, the Medical College Admissions Test, and the Graduate Management Admissions Test, according to the N.I.E. researcher who is compiling the data.

There has been an "enormous" decline in scores on the Graduate Record Examination, Education Secretary Terrel H. Bell said at the annual conference of the National Association of Student Financial Aid Administrators. Most colleges and universities require applicants for graduate programs to take the G.R.E.

"We haven't had the public attention on the decline of the Graduate Record Examination scores that we've had on the college entrance exam scores—the S.A.T. and the A.C.T.," Mr. Bell said.

"But if you're not aware of it there's been an enormous decline here that's every bit as shocking as the decline in the S.A.T. scores," he added. "The President is concerned and has expressed it to me several times about the implications of the decline in these scores. I don't believe for a moment that the average high-school student or the typical college student who graduates with a baccalaureate degree from your institutions, that any of these are any less intelligent than their elder brothers or sisters or their fathers or their grandparents.

"What has happened is that for the past several decades we have looked at other priorities and in the process we've let our standards of excellence slip," Mr. Bell continued. "And if you want to look at your own graduates, those that go on for a graduate degree, see what they do on the Graduate Record Examination, I think you'll be surprised at some of the problems that we have there," he said.

The Secretary said he had no data to support his statement that there had been a large decline in standardized test scores, but he said the problem was apparent enough to him that he had felt a need to raise it at the conference.

Cliff Adelman, the researcher who is working on the N.I.E. study, said it would be premature to say whether there has been a decline. He said he wanted to analyze the data thoroughly before making a statement.

The report is being prepared for the N.I.E.'s task force for excellence in higher education. It is expected to release its own report during Higher Education Week, which begins October 15.

—DONNA ENGELGAU

---

cials of Northern New Mexico Community College, including its former president, Frank Serrano, II, according to Eloy Martinez, District Attorney for Rio Arriba County.

In May a grand jury issued indictments against all six administrators. However, charges against four of them were recently dismissed because of technical errors in the presentation of evidence to the grand jury, and the other two original indictments are expected to be dropped for the same reason.

However, since the charges were dismissed without prejudice, they can be refiled. The district attorney said all six officials would be charged again.

Addenda

The following data were submitted too late to be included in the Fact-File reporting average faculty salaries (*The Chronicle*, July 18). These figures, reported in thousands of dollars, show salaries for full-time members of the instructional staff and have been adjusted to a nine-month basis. They were tabulated for the American Association of University Professors by Maryse Eymonerie Associates of McLean, Va.

	Prof	Assoc Prof	Asst Prof	Inst
ALABAMA				
Mobile C, IIC	24.6	22.3	19.9	18.0
CALIFORNIA				
Pacific Sch of Religion, IIC	19.4			
GEORGIA				
Emory U, I	43.0	31.4	26.2	17.4
IOWA				
Luther C, IIB	29.4	24.2	20.4	18.5
LOUISIANA				
U of New Orleans, IIA	34.0	26.1	21.4	
MASSACHUSETTS				
Regis C, IIB	25.8			
MINNESOTA				
C of Saint Benedict, IIB	31.2	25.7	21.1	17.6
WASHINGTON				
Western Wash U, IIA	34.7	29.2	24.0	—

NOTES ON COMPUTERS

A Guide to Personal Computers Designed for Use on Campuses

Wondering what to do with your computer on campus? Read *The College Student's Personal Computer Handbook* by Bryan Pfaffenberger (Sybex Computer Books, $14.95).

Mr. Pfaffenberger, an associate professor of cultural anthropology at Knox College, goes beyond word processing to data-base management programs, graphics programs, electronic spreadsheets, and on-line data bases, in illustrating how computers can help in academe.

The computer, says Mr. Pfaffenberger, helps people "deal with a world where there is so much knowledge it can't be processed by hand."

He is especially impressed with the way data-base management programs can help keep track of and analyze the "oceans of material" in every field. However, he says, "there is no information anywhere that tells you how to adapt software written and marketed for the business community for educational and college study purposes."

A spreadsheet, with its ability to figure mathematical relationships, can be used for statistics; a program that turns numbers into graphs can be used to analyze trends, he writes.

The chapter on data-base management programs shows how students can organize class notes, research notes, and reading notes to study for exams or prepare a paper. There are also chapters on word processing, using on-line data base services for research, choosing a computer, and choosing software.

Mr. Pfaffenberger has just completed a version of the book specifically for the Macintosh computer, to be published in October.

•

Students curious about whether they can get financial aid for college expenses must apply to find out, filling out a long needs-analysis form and shipping it off for processing to one of the needs-analysis vendors approved by the federal government.

That Catch-22 system, as any financial-aid officer knows, lets some students who might be eligible for aid slip through the cracks.

Two financial-aid calculating programs now available for microcomputers can help solve the problem. Although neither is officially approved by the federal government for need calculation, both employ the uniform methodology used by the College Scholarship Service and the American College Testing Program, and can help students decide whether to apply for aid.

The two programs, AID.CALC and S.N.A.P. (Student Need Advisor Program), can be used by students without assistance or supervision, and they can get a printout of the results of their efforts. Both programs analyze family income, expenses, assets, and liabilities, and then estimate the amount of need-based financial aid a family might qualify for. The S.N.A.P. program figures the Pell grant award as well.

AID.CALC runs on the Apple II and the I.B.M. PC. It is available for $35 from AID.CALC Systems, 245 Bailliere Drive, Martinsville, Indiana 46151. S.N.A.P. runs on the Apple, T.R.S.-80, and I.B.M. PC. It is available for $195 from Advanced Process Laboratories, 12515 Sky Park Drive, Omaha 68137. Both will be updated annually to incorporate changes in the needs-assessment formula.

•

Two universities and a computer company have been selected by the National Science Foundation to provide researchers with access to high-powered supercomputers.

The science foundation has provided Purdue University, the University of Minnesota, and Boeing Computer Services Company in Bellevue, Wash., all of which have supercomputers, with grants totaling $7.3-million to establish supercomputer centers.

Through communications links, the centers will give researchers at institutions throughout the United States access to their large-scale computers.

•

Small, liberal-arts colleges can offer solid degree programs in computing if they "look where their strength is and do what is associated with it," says John Biedler, chairman of the mathematics and computer-science department at the University of Scranton and a member of the small-college task force of the Association for Computing Machinery's education board.

The committee has issued a report that outlines how small colleges can use scarce resources to mount a good computing program.

It suggests, for instance, that small colleges not even look for faculty members with Ph.D.'s in computer science, and instead take a two-pronged approach: First, they should consider a master's degree in computer science a terminal degree for hiring and promotion purposes. Second, they should encourage faculty members in other disciplines to get training in computer science.

The report suggests that small colleges should offer students access to more than one kind of computer system, even if only one is on campus. For instance, colleges with microcomputers could use them as terminals for remote timesharing systems.

The report also suggests that small institutions look carefully at donations of large, "somewhat out of date" computer systems, because:

► "The cost of putting the computer into service may be very high."

► Computer experts will be needed to keep the machine operating.

► "Dependence on a single central computer means loss of all computing power when (not if) the system goes down."

The report outlines basic and supplementary courses for computing programs.

Computing programs are important in liberal-arts colleges, the report says, because "computing is a general-purpose, problem-solving tool whose field of application is growing," and because "many of the problems that are faced in computing today might be due to the narrow training of many programmers in the past."

Copies of the report are available on Apple II and I.B.M. PC disks for $5 from Mr. Biedler at the University of Scranton, Scranton, Pa. 18510.

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News Summary

Articles on inside pages

New scholarly books coming out this fall will feature airplanes and automobiles, chain carvers and roadside sculptures. Story on Page 5.

Twice as many students will vote this fall as in previous elections, the United States Student Association has pledged. Story on Page 11.

"Fritzbusters" roamed the floor of the Republican National Convention, where Rep. Jack Kemp proved a favorite among student delegates. Stories on the convention and excerpts from the Republican platform on Pages 12 and 13.

Two universities will share a $3-million grant to develop software for a scholar's work station and for a "soap opera" to help teach foreign languages. Story on Page 23.

Tax credits to private companies for research-and-development expenditures should be extended permanently, science groups told Congress. Story on Page 25.

Personnel officers at many colleges and universities are becoming increasingly involved in academic management. Story on Page 29.

The resounding success of American woman athletes in this year's Olympics can be traced at least partly to Title IX, many followers of women's athletics say. Story on Page 31.

The decision to withdraw from UNESCO will limit the ability of the United States to influence international intellectual affairs, according to a State Department commission. Story on Page 35.

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CIA Recruiters Find Students Welcome Them

Military also regains favor; ROTC is more popular

By ELIZABETH GREENE

Columbia University, a hotbed of anti-government protests during the 1960's, now supplies the Central Intelligence Agency with more recruits than any other college or university in its region.

And C.I.A. officials say Columbia is not the only institution where times have changed. Where agency recruiters once faced student demonstrators who drove them off the campus, they are now speaking to standing-room-only crowds.

While C.I.A. officials attribute much of the agency's success to the tight job market for new graduates, they also agree with many university administrators who say there has also been a major shift in student values.

Last year alone, the C.I.A. received more than 200,000 résumés, a 100-per-cent increase over numbers in the mid-1970's, according to Thomas H. White, a personnel representative who said that students who are attracted to the agency are "more concerned about getting degrees and going to work than getting involved in protest movements."

"The kids that are coming on board are very pragmatic," said Maj. Alan D. Johnson, associate professor of military science at the University of Colorado at Boulder.

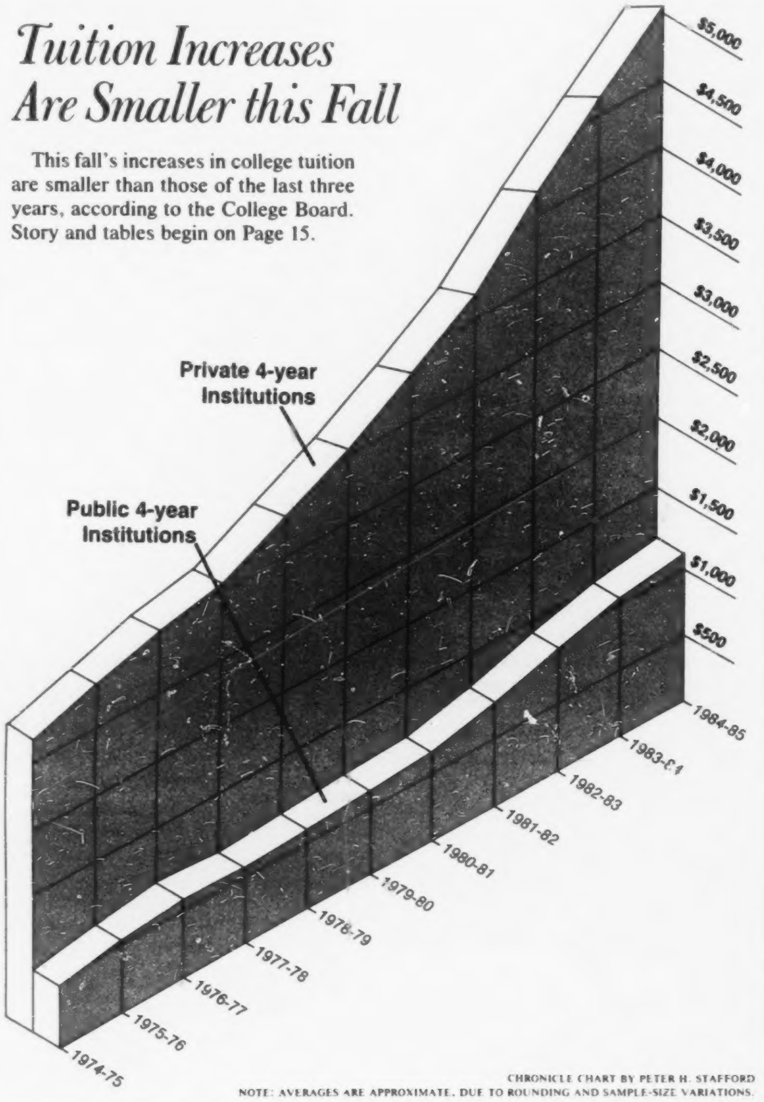
The military is also benefiting from this new student attitude.

Defense Department officials say that

Continued on Page 24, Column 1

Tuition Increases Are Smaller this Fall

This fall's increases in college tuition are smaller than those of the last three years, according to the College Board. Story and tables begin on Page 15.



CHRONICLE CHART BY PETER H. STAFFORD

NOTE: AVERAGES ARE APPROXIMATE, DUE TO ROUNDING AND SAMPLE-SIZE VARIATIONS.

Colleges Will Enroll 12.3 Million, Spend $95.5-Billion this Year

By JEAN EVANGELAUF

WASHINGTON

Higher education will be a $95.5-billion enterprise this academic year, according to the U.S. Department of Education.

Enrollments are expected to remain steady. Last fall 12,380,000 students attended colleges and universities, and this fall that number is expected to dip only slightly, to 12,330,000.

Despite the decline in the 18-to-24-year-old population, enrollments will remain close to their all-time high — 12.4 million in 1982—because of increased attendance by older people, women, members of minority groups, and part-time students, the department's National Center for Education Statistics reported.

The number of high-school graduates is expected to be 2,650,000 this year, down from last year's figure of 2,740,000 and the 1977 peak of 3,150,000.

About 78 per cent of this year's college students will attend public institutions. The remaining 22 per cent will enroll at private colleges and universities.

In its annual back-to-school report, the center said the number of full- and part-time college teachers was expected to drop from 710,00 to 700,000 this fall, with 510,000 professors employed at public institutions and 190,000 at private ones.

This year the number of students awarded first-professional degrees in fields such as law, medicine, dentistry, and theological professions will reach a record 74,000.

The center expects that students will earn a total of 960,000 bachelor's degrees, 295,000 master's degrees, and 33,000 doctoral degrees this academic year. Those figures are down slightly from last year's.

Of the total college and university expenditures, $63.0-billion will be made by public institutions and $32.5-billion by private. Spending by colleges and universities will account for about 40 per cent of the $240-billion that will be spent by all educational institutions this year.

966,000 Are Taking Foreign Languages, Up 4.5 Pct. in 4 Years

NEW YORK

For the first time in more than a decade, the number of students taking foreign languages at American colleges and universities has risen, according to the Modern Language Association.

In a survey of 850 two-year colleges and 1,521 four-year colleges and universities, the association found that enrollment in foreign-language courses last fall totaled 966,013, an increase of 4.5 per cent over 1980, when the M.L.A. last conducted a similar survey.

Richard I. Brod, the association's director of foreign-language programs, said the results of last year's survey were "generally encouraging." Specifically, he noted a "resurgence" of enrollment in Russian, which had suffered major losses during the 1970's.

The number of students enrolled in Russian courses rose from 23,987 in 1980 to

Continued on Page 23, Column 1

Fees Up 8 Pct. at Public Institutions, 9 Pct. at Private Colleges; Pace of Increases Slows

By **JEAN EVANGELAUF**

Tuition is no longer rising at the double-digit pace of the last three years, the College Board reported this month.

This fall, tuition and fees at four-year public colleges will go up 8 per cent, to an average of $1,126. At four-year private colleges, tuition will average $5,016, a 9-per-cent rise from the previous academic year.

Tuition will be the lowest at public two-year colleges, where the rate of increase will be 3 per cent, to an average of $598. At private two-year colleges, tuition will go up by 9 per cent, to $3,404.

Those figures are based on a College Board survey of 1983-84 and 1984-85 costs at 2,660 colleges and universities.

The College Board said that total college costs for students who live on campuses—including tuition, room and board, books and supplies, personal expenses, and transportation—would rise 5 per cent at public institutions and 7 per cent at private colleges this fall.

College students living at home will pay between $600 and $1,200 less than those living on campus.

Parents, however, are pessimistic about being able to send their children to private institutions, according to a survey report released this month by the National Institute of Independent Colleges and Universities.

The following table, based on that survey, lists the types of institution that parents of college-bound children prefer their children to attend and those that they expect them to attend:

	Prefer	Expect
Private 4-year	37%	14%
Public 4-year		
Home state	40%	49%
Other state	9%	8%
2-year	9%	18%
Don't know	6%	11%

Most of the parents who prefer private institutions but expect their children to attend public ones say they cannot afford the higher costs.

A National Study on Parental Savings for Children's Higher Education Expenses, prepared for the National Institute of Independent Colleges and Universities by the Roper Organization, a polling company, reported that 77 per cent of the parents hoped that one or more of their children would go to college.

Two-thirds of those surveyed said that parents should be primarily responsible for meeting college costs, while about one-third said the students should bear most of the costs.

Half of the parents said they were putting aside money for college expenses. They reported that their median annual savings were $517.

If they were given tax credits or income-tax deductions for education savings, 43 per cent of the parents said they would save more.

The institute said that in a separate survey of the general public, half of the respondents said they would save for the education of a relative other than their own child if the savings were not taxed.

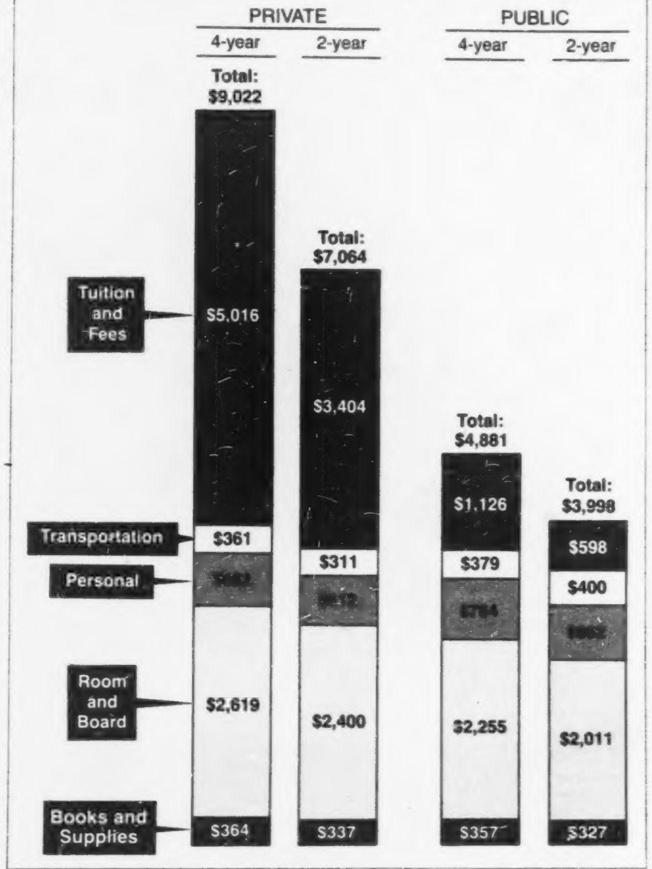
The rate of inflation, as measured by the Consumer Price Index, will increase by 4 per cent to 5 per cent during the 1984-85 academic year, the College Board estimates.

By region, the average total costs for students living on the campuses of public four-year colleges will range from a low of $4,594 in the Southwest to a high of $5,573 in the Middle Atlantic States.

The Southwest will also have the lowest average cost for students at private four-year colleges, $7,451. The highest private four-year college costs are in New England, where total student expenses will average $11,127, the report said.

Total costs for students living on campuses of public two-year colleges will range from a low of $3,612 in the South to a high of $4,187 in the West, the survey found, while at private two-year institutions, student expenses will range from an average of $5,818 in the Southwest to $8,737 in New England.

Students' College Costs this Year



CHRONICLE CHART BY PETER H. STAFFORD

SOURCE: THE COLLEGE BOARD

Tuition and Fees at 2,660 Colleges and Universities, 1984-85

The following table shows tuition and fees at 2,660 colleges, universities, and other postsecondary institutions for the 1983-84 and 1984-85 academic years. The table also shows the additional tuition that many public (and a few private) institutions charge out-of-state students.

The figures were collected by the College Board.

An asterisk denotes institutions that estimated their 1984-85 charges because final figures had not been established when the College Board conducted its survey. A blank indicates that the institution had no such charges. A dash appears when the college was unable to provide full information. Institutions that were unable to provide estimated or final 1984-85 cost figures have been omitted.

The full report of the survey, *The College Cost Book, 1984-85*, will be available after September 1 from College Board Publications, Department B63, Box 886, New York 10101. The price is $10.95.

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
ALABAMA			
Alabama A&M U*	800	800	732
Alabama Christian C	2,880	2,900	
Alexander City St JC	450	450	450
Auburn U*	990	1,080	1,410
Montgomery	795	855	1,125
Birmingham-Southern C	4,658	5,200	
Booker T Washington Business C	2,180	2,340	
Brewer St JC	450	450	450
Chattahoochee Valley CC	450	450	450
Concordia C	2,060	2,260	
Enterprise St JC	450	450	450
Gadsden St JC	450	450	450
George C Wallace St CC at Selma	450	450	450
Huntingdon C	2,800	3,130	
International Bible C	1,740	1,740	
Jacksonville St U	700	800	400
James H Faulkner St JC	450	450	450
Jefferson Davis St JC	450	450	450
Jefferson St JC	465	465	450
ALABAMA—Continued			
John C Calhoun St CC	450	450	450
Judson C	2,530	2,975	
Lawson St CC	450	450	450
Lomax-Hannon JC	1,800	1,800	
Lurleen B Wallace St JC	450	450	450
Marion Military Inst	3,835	4,005	
Miles C*	3,000	3,000	
Northeast Alabama St JC	450	450	450
Northwest Alabama St JC	450	450	450
Oakwood C	3,966	4,290	
Patrick Henry St JC	450	450	450
S D Bishop St JC	450	450	450
Samford U	3,424	3,616	
Shelton St CC	450	450	450
Snead St JC	450	450	450
Southeastern Bible C	2,500	2,500	
Southern Union St JC	450	450	450
Spring Hill C	5,050	5,470	
Stillman C*	2,400	2,400	
Talladega C	2,967	2,969	
Troy St U	1,005	1,050	495
Montgomery	900	1,035	472
Tuskegee Inst	3,000	3,500	
U of Alabama	1,150	1,206	1,380
Huntsville*	1,167	1,200	1,200
U of Montevallo	1,090	1,090	820
U of South Alabama	1,311	1,311	600
Walker C	1,252	1,348	
Wallace St CC at Hanceville	450	450	450
ALASKA			
Alaska Bible C	1,444	1,700	
Alaska Pacific U	3,190	3,555	
Sheldon Jackson C	3,220	3,246	
U of Alaska: Anchorage	648	648	960
Fairbanks	788	820	960
Juneau	624	744	1,200
Kenai Peninsula CC	600	600	1,200
Ketchikan CC	600	610	960
Kuskokwim CC	600	630	960
Matanuska-Susitna CC	612	612	960
Sitka CC	600	600	960
Tanana Valley CC	788	798	960
ARIZONA			
American Indian Bible C	1,842	2,062	
Arizona C of Bible*	2,230	2,600	
Arizona St U	850	950	2,750
C of Ganado*	1,452	1,452	
Central Arizona C	360	450	2,150
Cochise C	450	450	2,130
DeVry Inst of Tech	4,600	3,500	
Embry-Riddle Aero U at Prescott	2,930	3,480	
Glendale CC	420	420	2,280
Maricopa Tech CC	420	420	2,700
Mesa CC	420	420	2,790
Mohave CC	270	270	2,400
Navajo CC	730	730	
ARIZONA—Continued			
Northern Arizona U	850	950	2,250
Northland Pioneer C	100	120	2,130
Phoenix C	420	420	2,280
Prescott C*	3,875	4,075	
Rio Salado C	420	420	2,790
Scottsdale CC	420	420	2,700
South Mountain CC	420	420	2,700
SW Baptist Bible C	2,300	2,470	
U of Arizona	850	950	2,750
Western Internat'l U	1,525	1,955	
Yavapai C	406	486	3,270
ARKANSAS			
Arkansas Baptist C	1,350	1,350	
Arkansas C	3,535	3,950	
Arkansas St U	760	800	940
Beebe Branch	600	600	220
Arkansas Tech U	840	840	780
Capital City JC	2,137	2,925	
Central Baptist C	800	800	
C of the Ozarks	1,515	1,750	
Crowley's Ridge C	1,725	1,950	
East Arkansas CC	432	432	336
Garland County CC	480	480	1,032
Harding U	2,943	3,087	
Henderson St U	810	810	790
Hendrix C	3,716	3,991	
John Brown U	2,700	2,900	
Mississippi County CC	560	600	1,200
North Arkansas CC	480	480	384
Ouachita Baptist U*	2,750	2,950	
Philander Smith C	1,635	1,635	
Phillips County CC	464	464	412
Shorter C	1,610	1,620	
Southern Arkansas U	810	820	450
El Dorado Branch	600	600	312
Technical Branch	600	600	300
Southern Baptist C	2,062	2,162	
U of Arkansas	900	930	1,260
Little Rock	900	900	1,260
Medical Sciences	900	950	1,260
Monticello	850	850	1,000
U of Central Arkansas	740	820	790
Westark CC	522	522	720
CALIFORNIA			
Allan Hancock C	30	100	2,160
American Acad Dramatic Arts—West	2,975	3,635	
Antelope Valley C	25	100	1,980
Antioch U West	4,650	4,650	
Armstrong C	2,178	2,178	
Art Center C of Design	4,310	4,790	
Azusa Pacific U	4,780	5,270	
Bakersfield C	60	100	2,190
Bethany Bible C	2,962	3,330	
Biola U	4,470	4,894	
Brooks C	3,780	3,980	
Brooks Inst	3,100	4,650	
Butte C	55	140	2,345
Cabrillo C	94	142	2,490
CALIFORNIA—Continued			
Cal Baptist C	3,320	3,754	
Cal C of Arts & Crafts	5,190	5,690	
Cal Inst of Arts	6,200	6,800	
Cal Inst of Tech	8,781	9,384	
California Lutheran C	5,010	5,710	
California St U's			
Bakersfield*	651	606	3,510
Chico*	722	678	3,510
Dominguez Hills*	671	629	3,510
Fresno*	732	736	3,510
Fullerton*	694	652	3,510
Hayward*	668	626	3,510
Humboldt*	705	663	3,510
Long Beach*	693	651	3,510
Los Angeles*	684	651	3,510
Northridge*	708	635	3,510
Poly St U at San Luis Obispo*	707	674	3,510
Sacramento*	678	630	3,510
San Bernardino*	687	657	3,510
San Bernardino*	687	657	3,510
Sonoma St U*	712	660	3,510
St Poly U at Pomona	681	639	3,510
Cerritos C	16	116	2,190
Cerro Coso CC	28	100	2,190
Chabot C	100	100	2,160
Chaffey C	15	100	2,565
Chapman C	6,220	7,200	
Christ C Irvine	3,600	3,885	
Christian Heritage C	3,170	3,370	
Citrus College	100	100	2,700
Claremont McKenna C	8,010	8,710	
Cogswell C	3,600	4,500	
C of Alameda	4	100	2,160
C of the Canyons	-	0	2,400
C of Ctr for Early Ed	2,365	2,705	
C of the Desert	45	100	2,880
C of Notre Dame	5,100	5,300	
C of San Mateo	64	100	2,310
C of the Sequoias	20	100	2,520
C of the Siskiyous	35	100	2,190
Coast CC District			
Coastline CC	14	100	2,190
Golden West C	14	100	2,190
Orange Coast C	14	100	2,190
Coleman C	5,525	5,780	
Columbia C	9	100	2,430
Columbia C-Hollywood*	3,000	3,175	
Compton CC	27	100	2,160
Contra Costa CC System			
Contra Costa C	15	100	2,250
Diablo Valley C	15	100	2,280
Los Medanos C	16	100	2,280
Crafton Hills C	8	100	2,190
Cuesta C	40	140	2,310
Cuyamaca C	9	100	2,160
Cypress C	25	100	2,280
Dominican C, San Rafael	4,954	5,554	
Dominican Sch of Philosophy & Theol	2,410	2,815	
Don Bosco Tech Inst	1,850	2,025	
D-Q University*	3,030	3,030	
CALIFORNIA—Continued			
El Camino C	10	100	2,310
Evergreen Valley C	20	100	2,490
Feather River C	20	100	2,160
Foothill-De Anza CC			
De Anza C	27	118	2,475
Foothill C	50	100	1,650
Fresno City C	8	100	2,190
Fresno Pacific C	4,250	4,600	
Fullerton C	45	100	2,280
Gavilan C	18	100	2,490
Glendale CC	15	100	2,700
Golden Gate U	2,830	3,074	
Grantham C of Engr	1,400	1,600	
Harvey Mudd C	8,260	8,870	
Heald Business C	2,880	3,960	
Heald Inst of Tech			
Concord	3,420	3,960	
San Francisco	3,420	3,960	
Santa Clara	3,420	3,960	
Hebrew Union College. Jewish Inst of Religion	4,300	4,600	
Holy Family C	1,950	1,950	
Holy Names C	5,020	5,720	
Humphreys C	2,235	2,394	
Imperial Valley C	70	100	2,190
International College	4,250	4,600	
John F Kennedy U	3,230	3,792	
Kings River CC	8	100	2,190
LIFE Bible C	2,070	2,070	
Lake Tahoe CC	60	100	3,195
Laney C	4	100	2,160
Lassen C	30	100	2,220
Lincoln U	2,800	2,850	
Loma Linda U	5,490	5,775	
Long Beach City C	20	100	2,190
Los Angeles Baptist C	3,490	3,780	
Los Angeles Harbor C	20	100	2,940
Los Angeles SW C	7	100	2,880
Loyola Marymount U	5,605	6,075	
Marymt Palos Verdes C	4,185	4,685	
Mendocino C	4	100	2,400
Menlo C	6,490	7,120	
Merritt C	4	100	2,160
Mills C	7,220	7,945	
Mira Costa C	28	100	2,210
Mission C	10	100	2,100
Modesto JC	8	100	2,430
Monterey Inst of Internat'l Studies	5,450	5,750	
Monterey Peninsula	80	100	2,250
Moorpark C	15	100	2,700
Mount Saint Mary's C	5,160	5,575	
Mount San Antonio C	48	100	2,550
Napa Valley C	18	100	3,240
National U	3,240	3,555	
New C of Cal	3,000	3,220	
Occidental C	7,899	8,682	
Ohlone C	4	100	2,310
Otis Art Inst of Parsons Sch of Design	5,380	5,990	

Continued on Following Page

Tuition and Fees

Continued from Preceding Page

CALIFORNIA—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Oxnard C	15	100	2,910
Pacific Christian C	2,750	3,200	
Pacific Oaks C	5,100	5,400	
Pacific Union C	5,490	5,775	
Palo Verde C	20	100	1,170
Palomar CC	30	100	2,160
Pasadena City C	55	100	2,700
Patten C	2,256	2,412	
Pepperdine U	7,527	7,905	
Pitzer C	8,702	9,345	
Point Loma C	3,783	4,374	
Pomona C	8,110	8,792	
Porterville C	45	100	2,190
Rio Hondo C	45	100	2,550
Riverside City C	66	100	2,520
Saddleback CC	10	100	2,340
Saint Joseph's C	3,500	4,000	
Saint Mary's C of Cal	5,530	5,976	
San Bernardino Valley C	8	100	2,190
San Diego City C	10	100	2,190
San Diego Mesa C	4	100	2,190
San Diego Miramar C	4	100	2,190
San Diego St U*	700	658	3,510
San Francisco Art Inst	5,110	5,720	
San Fran Cons of Music	5,335	5,635	
San Francisco St U	690	650	3,510
San Jose Bible C	2,685	3,360	
San Jose City C	10	100	2,490
San Jose St U*	708	668	3,510
Santa Ana C	26	100	2,190
Santa Barbara City C	60	100	2,190
Santa Monica C	80	100	2,550
Santa Rosa JC	50	100	2,190
Scripps C	7,965	8,520	
Shasta C	24	100	2,130
Sierra C	10	100	2,370
Simpson C	3,250	3,250	
Skyline C	40	100	2,310
Southern California C	3,376	3,702	
Southern California Inst of Architecture	4,230	5,080	
Southwestern C	50	100	2,040
Stanford U	9,027	9,705	
U of California			
Berkeley	1,382	1,247	3,665
Davis	1,353	1,287	3,564
Irvine*	1,405	1,336	3,564
Los Angeles	1,360	1,290	3,564
Riverside*	1,371	1,307	3,564
San Diego*	1,400	1,400	3,360
San Francisco*	1,479	1,329	3,564
Santa Barbara*	1,362	1,292	3,564
Santa Cruz*	1,458	1,388	3,564
U of Judaism	3,340	3,340	
U of La Verne	5,764	6,140	
U of the Pacific	8,015	8,715	
U of Redlands	7,510	8,035	
U of San Diego	5,760	6,310	
U of San Francisco	5,420	6,000	
U of Santa Clara	5,607	6,111	
U of Southern California	7,925	8,800	
U S International U	5,597	6,135	
Ventura C	15	100	2,910
Victor Valley C	16	100	2,190
West Coast Christian C	2,040	2,150	
West Coast U	3,912	5,070	
West Hills C	60	100	2,160
West Valley C	32	100	2,100
Western St U C of Law			
Orange County	4,880	5,756	
San Diego	4,906	5,776	
Westmont C	5,876	6,400	
Whittier C	6,861	7,486	
Woodbury U	4,121	4,791	
World C West	4,600	5,100	
Yeshiva U of L A	2,200	2,200	
Yuba C*	28	115	2,130

COLORADO

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Adams St C	1,000	1,050	1,596
Aims CC	401	432	2,168
Arapahoe CC*	771	802	1,944
Baptist Bible C of Denver	2,550	2,870	
Colorado C	7,000	7,500	
Colorado Mountain C			
Spring Valley	620	585	2,940
Timberline	606	585	2,940
Colorado St U	1,264	1,418	3,367
Colorado Sch of Mines*	2,554	2,745	4,208
Colorado Tech C	2,650	2,970	
Denver Auraria CC	735	765	1,998
Engineering Drafting C	6,640	7,600	
Fort Lewis C*	848	896	2,368
Front Range CC*	742	742	1,998
Intermountain Bible C	1,220	1,525	
Lamar CC*	876	876	1,440
Loretto Heights C	5,445	5,850	
Mesa C	1,000	1,038	2,712
Metropolitan St C	872	990	2,542
Morgan CC*	711	738	1,440
Naropa Inst	3,405	3,630	
Nazarene Bible C	1,464	1,633	
Northeastern JC	438	450	1,200
Otero JC*	825	825	1,440
Parks C	2,925	3,375	
Pikes Peak CC*	726	738	2,151
Pueblo CC	726	762	2,826
Red Rocks CC*	718	748	1,998
Regis C	5,820	6,030	
Rockmont C	3,640	3,996	
Trinidad St JC*	864	897	1,440
U of Colorado			
Boulder	1,315	1,453	4,182
Colorado Springs	876	1,024	2,784
Denver	866	942	3,228
U of Denver	6,696	7,344	
U of Southern Colo	1,066	1,150	2,794
Western Bible C	2,805	3,139	
Western St C of Colorado	1,009	1,076	2,672

CONNECTICUT

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Albertus Magnus C	5,490	6,030	
Asnuntuck CC	500	560	1,056
Briarwood C	3,665	4,111	
Bridgeport Eng Inst	1,730	1,890	
Central Conn St U	1,051	1,124	1,820
Connecticut C	8,750	9,500	
E Connecticut St U	1,092	1,200	1,820
Fairfield U	5,690	6,240	
Greater Hartford CC	500	560	1,056
Greater New Haven St Tech C	576	642	1,290
Hartford C for Women	4,600	4,970	
Hartford St Tech C	576	642	1,290
Holy Apostles C	2,235	2,600	
Housatonic Regional CC	500	550	1,056
Manchester CC	500	560	1,056
Mattatuck CC	500	560	1,056
Middlesex CC	500	560	1,056
Mitchell C	5,843	6,000	
Mohegan CC	500	560	1,056
NW Connecticut CC	500	560	1,056
Norwalk CC	500	560	1,056
Norwalk St Tech C	576	642	1,290
Post C	4,200	4,536	
Quinebaug Valley CC	500	560	1,056
Quinnipiac C	5,590	6,200	
Sacred Heart U	3,750	4,150	
Saint Alphonsus C	2,900	2,900	
Saint Joseph C	4,820	5,300	
South Central CC	500	560	1,056
S Connecticut St U	993	1,061	1,820
Thames Valley St Tech C	576	642	1,290
Trinity C	8,420	9,220	
Tunxis CC	500	560	1,056
U of Bridgeport	6,453	6,965	
U of Conn	1,467	1,657	2,936
U of Hartford	7,150	7,580	
U of New Haven	5,158	5,660	
US Coast Guard Acad	300	300	
Waterbury St Tech C	576	642	1,290
Wesleyan U	8,810	9,713	
W Connecticut St U	1,029	1,156	1,820
Yale U	9,050	9,750	

DELAWARE

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Brandywine C of Widener U	3,950	4,260	
Delaware St C*	650	695	1,000
Delaware Tech & CC			
Southern Campus	591	627	918
Terry Campus	581	576	
Stanton/Wilmington	601	601	576
Goldey Beacom C	3,030	3,150	
U of Delaware	1,590	1,799	2,590
Wesley C	5,230	5,370	
Wilmington C	3,220	3,330	

DIST. OF COLUMBIA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
American U	7,070	7,670	
Beacon C	3,035	3,450	
Ben Franklin U	2,750	3,033	
Catholic U of America	6,370	6,770	
Corcoran Sch of Art	4,470	4,950	
Gallaudet C	1,654	1,804	
George Washington U	6,300	6,910	
Georgetown U	7,730	8,580	
Howard U	2,715	3,045	
Mount Vernon C	5,600	6,400	
Oblate C	2,040	2,250	
Strayer C	2,640	2,640	
Trinity C	6,000	6,675	

FLORIDA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Art Inst of Ft Lauderdale	4,485	4,805	
Baptist Bible Inst	875	974	
Barry U	4,790	5,090	
Bauder C	4,390	4,775	
Bethune-Cookman C	3,212	3,337	
Biscayne C	4,070	4,220	
Brevard CC	580	580	570
Broward CC	570	609	696
Central Fla CC	570	570	660
Chipola JC*	540	540	630
Clearwater Christian C	1,945	2,200	
C of Boca Raton	5,000	5,500	
Daytona Beach CC	570	599	663
Eckerd C	6,090	6,685	
Edison CC	570	600	660
Embry-Riddle Aero U	2,930	3,480	
Flagler C	2,830	3,050	
Florida C	2,400	2,800	
Florida Career C	2,100	2,100	
Florida Inst of Tech	3,750	4,560	
Florida JC at Jacksonville	480	540	600
Florida Keys CC	570	570	660
Florida Southern C	3,645	3,955	
Fort Lauderdale C	2,050	2,680	
Gulf Coast CC	560	560	540
Hillsborough CC	580	615	720
Hobe Sound Bible C	1,580	2,000	
Indian River CC	510	624	540
International Fine Arts C	5,985	5,985	
Jacksonville U	4,400	4,740	
Jones C	2,484	2,484	
Lake-Sumter CC	540	540	540
Lakeland C	2,736	4,236	
Manatee JC	510	570	660
Miami Christian C	3,010	3,250	
Miami-Dade CC	595	625	690
Morris JC of Business	1,840	2,020	
North Florida JC	420	570	570
Okaloosa-Walton JC	510	540	600
Orlando C	2,275	2,530	
Palm Beach Atlantic C	2,770	3,930	
Palm Beach JC	570	599	599
Pasco-Hernando CC	580	580	660
Pensacola JC*	600	600	600
Polk CC*	510	600	660
Ringling Sch of Art and Design	3,725	4,050	
Rollins C	6,586	7,211	
Saint John Vianney C Seminary	1,990	2,090	
Saint Johns River CC	480	540	600

FLORIDA—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Saint Leo C	4,046	4,604	
St Petersburg JC	570	570	660
Santa Fe CC	570	600	600
Seminole CC	570	600	630
Southeastern C	3,472	1,860	
South Florida JC*	472	540	600
Stetson U	4,740	5,190	
Tallahassee CC	480	540	540
Tampa C	2,025	2,775	
Tampa Tech Inst	3,919	4,315	
United Electronics Inst	3,563	3,800	
U of Miami	6,546	7,170	
U of Sarasota	2,850	2,850	
U of Tampa	5,678	6,262	
Valencia CC	570	600	660
Warner Southern C	3,400	3,850	
Webber C	3,175	3,390	

GEORGIA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Abraham Baldwin Agr C	705	804	1,293
Agnes Scott C	5,575	6,590	
Albany JC	609	693	1,293
Albany St C	966	1,101	1,707
Andrew C	1,836	2,148	
Armstrong St C	847	1,005	1,707
Atlanta Christian C*	1,670	1,990	
Atlanta C of Art	4,330	4,650	
Atlanta JC	591	675	1,293
Augusta C	846	972	1,707
Bainbridge JC	595	679	1,293
Bauder Fashion C	3,905	4,305	
Berry C	3,975	4,125	
Brenau C	3,150	4,027	
Brewton-Parker C	1,900	2,170	
Brunswick JC	651	735	1,293
Clark C	3,515	3,780	
Clayton JC	591	675	1,293
Columbus College	830	978	1,707
Covenant C	4,310	4,520	
Crandall C	2,600	2,600	
Dalton JC	591	675	1,293
DeKalb CC	690	840	1,710
Devry Inst of Tech	3,188	3,500	
Draughon's JC*	2,000	2,260	
Emanuel County JC	606	699	1,293
Emmanuel C	1,980	2,235	
Emmanuel C Sch of Christian Ministries	1,980	2,235	
Emory U	6,920	7,630	
Floyd JC	591	675	1,293
Fort Valley State C*	990	1,101	1,692
Gainesville JC	609	708	1,293
Georgia C	886	1,024	1,707
Georgia Inst of Tech	1,225	1,416	2,760
Georgia Military C	1,693	1,892	
Georgia Southern C	963	1,086	1,707
Georgia Southwestern C	930	1,053	1,707
Georgia St U	1,050	1,185	2,700
Gordon JC	621	705	1,293
Gupton-Jones C of Funeral Service	3,200	3,200	
Kennesaw C	807	936	1,707
La Grange C	2,625	2,805	
Macon JC	591	675	1,293
Med C of Georgia	1,143	1,302	2,262
Mercer U	4,530	4,893	
Atlanta	3,330	3,600	
Middle Ga C	696	780	1,293
Morehouse C	3,556	3,760	
Morris Brown C	3,370	3,670	
North Georgia C	915	1,035	1,707
Oglethorpe U	4,490	5,260	
Oxford C of Emory U	5,200	5,740	
Paine C	2,970	3,270	
Phillips C Augusta	2,500	2,500	
Phillips C Columbus	3,563	3,563	
Piedmont C	1,933	1,967	
Reinhardt C	2,625	2,820	
Savannah C of Art & Design	3,360	3,810	
Savannah St C	867	1,077	1,707
Shorter C	2,950	3,250	
South Georgia C	678	759	1,293
Southern Tech Inst	879	996	1,707
Spelman C	3,540	3,815	
Thomas County CC	1,716	1,806	
Tift C	2,610	2,740	
Toccoa Falls C	2,770	2,870	
Truett McConnell C	2,317	2,317	
U of Georgia	1,242	1,407	2,262
Valdosta St C	945	1,092	1,692
Waycross JC	594	678	1,293
Wesleyan C	3,145	4,500	
West Georgia C*	966	1,077	1,707
Young Harris C	2,190	2,550	

HAWAII

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Brigham Young U Hawaii Campus	1,150	1,438	
Chaminade U	3,378	3,590	
Hawaii Loa C	4,000	4,670	
Hawaii Pacific C	2,900	3,130	
U of Hawaii			
Honolulu CC	170	240	1,470
Kapiolani CC	170	240	1,470
Kauai CC	170	240	1,470
Leeward CC	170	240	1,470
Manoa	650	910	2,210
Maui CC	170	240	1,470
West Oahu C	510	630	1,570
Windward CC	170	240	1,470

IDAHO

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Boise St U	900	1,008	1,900
C of Idaho	5,003	5,072	
Idaho St U	811	1,011	1,900
Lewis-Clark St C	740	928	1,900
North Idaho C	560	614	960
NW Nazarene C	3,735	4,074	
Ricks C	1,350	1,410	
U of Idaho	816	970	2,000

ILLINOIS

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
American Acad of Art	3,880	4,150	
American Cons of Music	3,400	4,500	
Augustana C	5,196	5,655	
Aurora C	4,375	4,725	
Barat C	4,900	4,995	

ILLINOIS—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Belleville Area C	630	690	1,380
Black Hawk C	944	885	1,485
East Campus	944	885	1,575
Blackburn C	3,810	4,190	
Bradley U	5,150	5,760	
Brisk Rabbinical C	2,100	2,100	
City C of Chicago			
Chicago City-Wide C*	710	710	884
Kennedy-King C*	710	710	884
Loop C*	710	710	884
Malcolm X C*	710	710	884
Olive-Harvey C*	710	710	884
Wright C*	710	710	884
C of DuPage*	765	765	1,620
C of Lake County	545	695	1,916
C of Saint Francis	3,834	4,208	
Concordia C	3,047	3,607	
Danville Area CC	670	660	1,787
De Lourdes C	1,450	1,650	
De Paul U	4,332	4,950	
Devry Inst of Tech	3,250	3,500	
Eastern Illinois U	1,208	1,334	1,932
East-West U	3,000	3,300	
Elgin CC	788	803	1,927
Elmhurst C	4,040	4,240	
Eureka C	3,350	3,775	
Felician C	1,860	2,000	
Gem City C	500	525	
George Williams C	5,136	5,637	
Governors St U	946	1,054	2,028
Greenville C	4,587	4,950	
Harrington Inst of Interior Design	3,930	4,765	
Hebrew Theol C	1,435	1,535	
Highland CC	540	570	1,755
Illinois Benedictine C	4,601	4,801	
Illinois Central C	512	600	2,284
Illinois C	3,300	3,600	
Illinois Eastern CC			
Frontier CC*	360	360	1,711
Lincoln Trail C*	360	360	1,711
Olney Central C*	360	360	1,711
Wabash Valley C*	360	360	1,711
Illinois Inst of Tech	6,390	6,900	
Illinois Valley CC	350	420	2,155
Illinois Wesleyan U	5,870	6,280	
John Wood CC*	590	750	1,858
Joliet JC	620	620	1,677
Judson C	5,060	5,300	
Kankakee CC	585	585	1,650
Kaskaskia C	578	578	1,785
Kendall C	3,950	4,340	
Kishwaukee C	668	668	1,472
Knox C	6,999	7,440	
Lake Forest C	7,710	8,310	
Lake Land C	780	788	1,882
Lewis & Clark CC	528	528	1,790
Lewis U	4,758	4,750	
Lincoln Christian C	2,720	2,985	
Lincoln C	4,580	5,060	
Lincoln Land CC	613	703	2,055
Loyola U of Chicago	4,680	5,150	
MacCormac C	3,150	3,450	
MacMurray C	4,870	5,200	
Mallinckrodt C	2,430	2,430	
McHenry County C*	756	756	1,906
McKendree C	3,670	4,035	
Midstate C	2,515	2,860	
Midwest C of Engr	4,320	4,950	
Millikin U	5,057	5,561	
Monmouth C	6,050	6,855	
Moody Bible Inst	316	414	
Moraine Valley CC	722	722	1,275
Morrison Inst of Tech	2,230	2,320	
Morton C	570	570	3,077
Mundelein C	4,515	5,070	
National C of Chiropractic	4,180	4,560	
National C of Ed	4,545	4,545	
Native American Educational Services	3,350	3,350	
North Central C	5,187	5,589	
North Park C & Theol Sem	4,919	5,823	
Northeastern Illinois U	1,312	1,157	1,932
Northern Illinois U*	1,254	1,361	1,992
Northwestern U	8,895	9,615	
Oakton CC	500	550	2,432
Olivet Nazarene C	3,606	3,834	
Parkland C*	585	720	2,499
Parks C of St Louis U	3,470	3,710	
Prairie State C	810	810	2,340
Principia C	6,210	6,621	
Quincy C	4,300	4,660	
Rend Lake C	480	540	3,195
Rock Valley C	720	7[illegible]4	1,510
Rockford C	4,990	5,490	
Roosevelt U	4,302	4,647	
Rosary C	4,700	5,200	
Rush U	4,740	5,205	
Saint Augustine CC	2,200	3,192	
Saint Xavier C	4,450	4,870	
Sangamon State U	912	960	2,880
Sauk Valley C	750	810	1,550
Sch of Art Inst Chicago	5,550	6,242	
Shawnee C	420	420	1,773
Sherwood Music Sch	2,200	2,800	
Shimer C	3,930	4,140	
Southeastern Illinois C*	540	540	2,340
Southern Illinois U			
Carbondale	1,307	1,430	1,908
Edwardsville	1,184	1,246	1,879
Spertus C of Judaica	2,680	2,680	
Spoon River C*	720	810	4,680
Springfield C	2,880	3,080	
State CC	450	450	2,668
Trinity Christian C	4,270	4,670	
Triton C*	660	660	1,788
U of Chicago	8,043	8,952	
U of Health Sciences Chicago Medical School	5,097	5,157	
U of Illinois			
Chicago	1,533	1,764	2,496
Health Sciences Center	1,833	2,232	2,976
Urbana-Champaign	1,532	1,722	2,496
Vandercook C of Music*	4,200	4,800	
Western Illinois U	1,185	1,328	1,932
Wheaton C	5,280	5,916	
William Rainey Harper C	780	840	1,731

INDIANA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Anderson C	4,160	4,490	
Bethel C	3,474	3,860	
Butler U	4,980	5,640	
Calumet C	2,273	2,730	
DePauw U	6,700	7,100	
Earlham C	6,900	7,461	
Fort Wayne Bible C	3,474	3,824	
Franklin C	5,050	5,390	
Goshen C	4,375	4,875	
Grace C	3,660	4,128	
Hanover C	3,800	4,050	
Huntington C	4,375	4,545	
Indiana Central U	4,450	4,930	
Indiana Inst of Tech	3,840	4,140	
Indiana St U*	1,410	1,454	1,962
Evansville	1,193	1,230	1,770
Indiana U			
Bloomington	1,435	1,532	2,760
East	1,228	1,311	1,853
Kokomo	1,203	1,295	1,853
Northwest	1,200	1,320	1,853
South Bend	1,195	1,293	1,853
Southeast	1,233	1,315	1,853
Indiana U-Purdue U			
Fort Wayne	1,270	1,314	1,891
Indianapolis	1,229	1,400	2,310
Indiana Voc-Tech C			
Central Indiana	1,024	1,400	1,250
Columbus	1,070	1,400	1,250
Eastcentral	1,014	1,400	1,250
Kokomo	1,063	1,400	1,250
Lafayette	1,050	1,400	1,250
Northcentral	1,125	1,400	1,250
Northeast	1,047	1,400	1,250
Northwest	996	1,400	
Southcentral	1,040	1,400	1,250
Southeast	1,062	1,400	1,250
Southwest	1,033	1,400	1,250
Wabash Valley	1,014	1,400	1,250
Whitewater	1,056	1,400	1,250
International Bus C	4,200	4,600	
ITT Technical Inst			
Evansville	4,700	4,700	
Ft Wayne	4,400	4,500	
Lockyear C	1,790	2,100	
Manchester C	4,580	5,060	
Marian C	3,595	3,885	
Marion C	4,230	4,610	
Martin Center C	2,250	2,250	
Oakland City C	3,690	3,990	
Purdue U	1,432	1,532	3,024
Calumet	1,237	1,320	1,935
North Central	1,241	1,298	1,935
Rose-Hulman Inst of Tech	5,400	6,050	
Saint Francis C	3,245	3,425	
Saint Joseph's C	4,480	5,150	
St Mary-of-the-Woods C	4,380	4,810	
Saint Mary's C	5,812	6,266	
Saint Meinrad C	2,618	2,774	
Taylor U	4,870	5,306	
Tri-State U	4,210	4,524	
U of Evansville	4,965	5,589	
U of Notre Dame	6,520	7,200	
Valparaiso U	5,282	5,792	
Vincennes U	1,090	1,144	2,020
Wabash C	5,790	6,300	

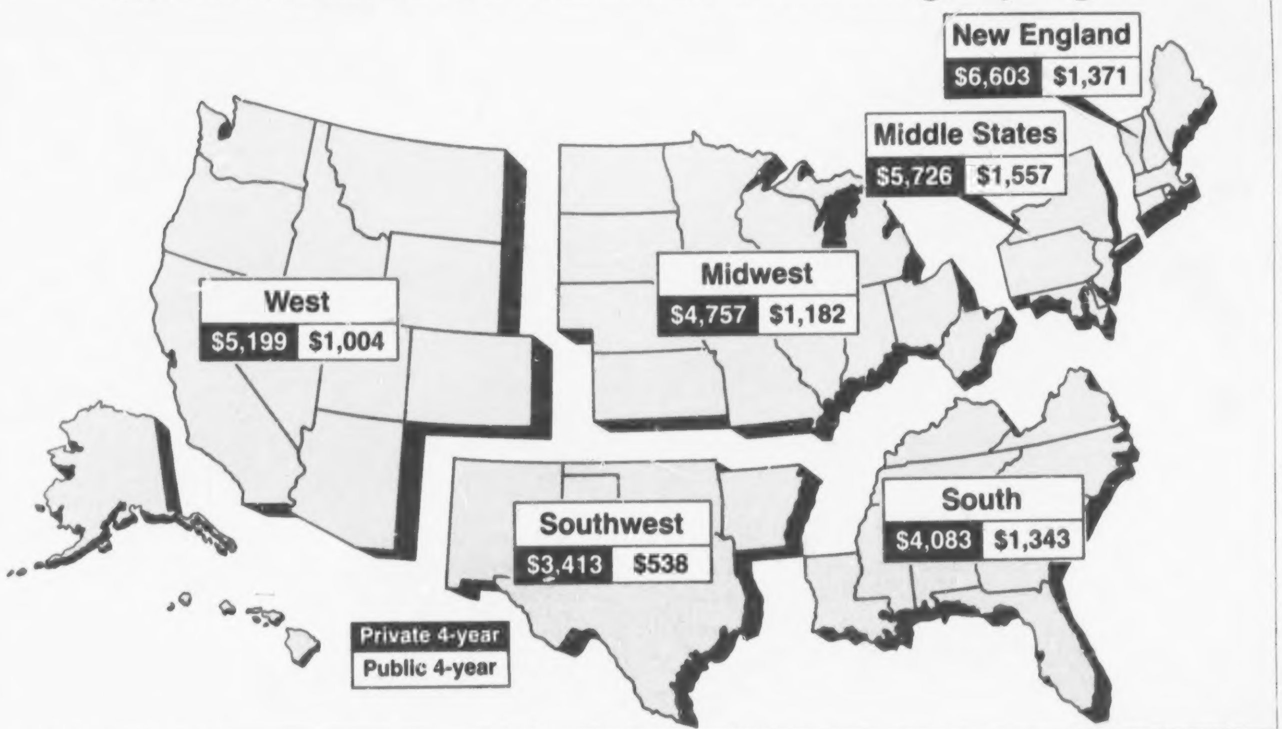
IOWA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
American Inst of Business	2,580	2,800	
Briar Cliff C	3,780	4,305	
Buena Vista C	5,400	5,885	
Central C	5,100	5,574	
Clarke C	4,500	5,000	
Coe C	5,900	5,900	
Cornell C	6,010	6,490	
Divine Word C	3,200	3,530	
Dordt C	4,200	4,350	
Drake U	5,750	6,200	
Faith Baptist Bible C	2,750	3,030	
Graceland C	4,445	4,885	
Grand View C	3,750	3,990	
Grinnell C	7,070	7,805	
Hawkeye Inst of Tech	711	802	782
Indian Hills CC	745	996	450
Iowa Central CC	729	784	350
Iowa Lakes CC	790	865	375
Iowa St U	1,104	1,242	2,208
Iowa Wesleyan C	4,900	5,300	
Loras C	4,500	5,000	
Luther C	5,600	5,975	
Maharishi International U	4,488	5,520	
Marshalltown CC	680	900	900
Marycrest C	4,220	4,730	
Morningside C	4,970	5,575	
Mount Mercy C	4,285	4,530	
Mount Saint Clare C	3,040	3,660	
National Inst Tech	4,176	3,300	
North Iowa Area CC	744	844	380
Northeast Iowa Tech Inst	800	927	792
Northwestern C	4,395	4,752	
Open Bible C	2,420	2,420	
Saint Ambrose C	4,890	5,130	
Simpson C	5,430	5,790	
Sioux Empire C	3,050	3,050	
Southeastern CC			
North	697	850	410
South	697	850	410
U of Dubuque	4,575	5,025	
U of Iowa	1,104	1,242	2,208
U of Northern Iowa	1,050	1,184	1,516
Upper Iowa U	4,450	5,070	
Vennard C	2,192	2,191	
Waldorf C	4,750	5,320	
Wartburg C	5,210	5,590	
Western Iowa Tech CC*	683	737	690
Westmar C	4,601	5,008	
William Penn C	5,460	5,730	

KANSAS

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Allen County CC	300	360	
Baker U	3,570	4,030	
Barton County CC	555	555	1,041
Benedictine C	4,020	4,272	
Bethany C	3,490	3,820	
Bethel C	3,830	4,228	
Central C	3,600	3,900	
Cloud County CC*	570	630	
Coffeyville CC	330	440	1,380

Tuition and Fees at Public and Private 4-Year Colleges, by Region



CHRONICLE CHART BY PETER H. STAFFORD

SOURCE: THE COLLEGE BOARD

KANSAS—Continued

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Cowley County CC	480	544	1,472
Dodge City CC	486	486	1,373
Emporia St U	864	940	1,020
Fort Hays St U*	945	953	953
Fort Scott CC*	310	450	1,275
Friends Bible C	3,750	3,950	
Friends U	3,765	4,035	
Garden City CC	494	566	1,260
Hesston C	3,700	4,000	
Highland CC	550	620	1,310
Hutchinson CC	522	554	1,283
Independence CC*	510	510	1,373
Johnson County CC	525	615	1,260
Kansas City Kans CC	450	510	1,290
Kansas City C & Bible School	1,000	1,300	
Kansas Newman C	3,625	3,780	
Kansas St U	1,076	1,182	1,680
Kansas Tech Inst	496	555	978
Kansas Wesleyan	3,993	4,160	
Labette CC	390	450	1,290
Marymount C	3,585	3,985	
McPherson C	3,800	4,070	
Mid-America Nazarene C	2,722	3,181	
Ottawa U	3,730	3,830	
Pittsburg St U	842	908	1,020
Pratt CC	546	566	1,314
Saint John's C	3,500	3,600	
Saint Mary C	3,266	3,790	
Saint Mary of Plains C	3,510	3,710	
Seward County CC	480	510	1,343
Southwestern C	3,495	3,870	
Sterling C	3,350	3,850	
Tabor C	3,570	3,750	
U of Kansas	1,070	1,148	1,680
C of Health Sci & Hosp	860	940	1,680
Washburn U of Topeka*	1,494	1,554	780
Wichita St U	1,067	1,146	1,680

KENTUCKY

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Alice Lloyd C	2,245	2,440	
Asbury C	3,520	3,822	
Ashland CC	414	468	934
Bellarmine C	3,600	3,850	
Berea C	120	120	
Bowling Green JC of Bus	2,861	2,861	
Brescia C	2,896	3,090	
Campbellsville C	2,880	3,140	
Centre C	5,960	6,335	
Cumberland C	2,380	2,580	
Eastern Kentucky U	846	900	1,660
Elizabethtown CC	414	468	934
Georgetown C	3,630	3,810	100
Hazard CC	414	468	934
Henderson CC	414	468	934
Hopkinsville CC	414	468	934
Inst of Electronic Tech	3,200	3,300	
Jefferson CC	414	468	934
Kentucky C of Tech	8,577	8,950	
Kentucky Christian C	1,704	1,860	
Kentucky JC of Business	3,520	3,520	
Kentucky State U	826	935	1,660
Lees JC	2,400	2,520	
Lexington Tech Inst	1,018	1,174	1,868
Lindsey Wilson C	2,680	2,920	
Louisville Tech Inst	3,240	3,475	
Madisonville CC	414	468	934
Maysville CC	414	468	934
Midway C*	3,030	3,230	
Morehead St U	816	910	1,640
Murray St U	836	890	1,660
Northern Kentucky U	816	890	1,660
Paducah CC	414	468	934
Pikeville C	2,994	3,300	
Prestonburg CC	414	468	934
RETS Electronic Inst	3,488	3,788	
Saint Catharine C	2,400	2,600	
Somerset CC	414	468	934
Southeast CC	414	468	934
Spalding C	3,582	3,680	
Sue Bennett C	1,615	1,915	
Thomas More C	4,000	4,365	
Transylvania U	5,700	5,925	
Union C	3,950	3,950	
U of Kentucky	1,018	1,124	2,078
U of Louisville	999	1,135	2,078
Watterson C	2,805	3,030	
Western Kentucky U	816	921	1,550

LOUISIANA

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Bossier Parish CC	270	394	
Centenary C	3,570	3,870	
Delgado CC	230	570	680
Dillard U	3,300	3,600	
Grambling State U	755	888	680
Louisiana State U*	971	971	1,500
Alexandria*	500	500	1,030
Eunice*	450	450	1,000
Medical Center*	875	875	750
Shreveport*	780	780	1,230
Louisiana Tech U	780	925	680
Loyola U	4,020	4,466	
McNeese St U	673	774	680
Nicholls St U	687	788	680
NE Louisiana U	660	760	680
Northwestern St U	711	756	680
Our Lady of Holy Cross C	3,050	3,350	
Phillips JC	3,000	3,100	
Saint Joseph Seminary C	2,530	2,530	
Southeastern La U	772	878	680
Southern U	650	650	630
New Orleans	618	618	630
Shreveport-Bossier City	454	466	400
Tulane U	7,350	8,050	
Newcomb C of Tulane U	7,350	8,050	
U of New Orleans*	984	984	1,310
U of Southwestern La	653	713	680
Xavier U	3,465	3,739	

MAINE

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Andover C	2,100	2,300	
Bates C	8,890	9,425	
Beal C	2,625	2,625	
Bowdoin C	8,710	9,415	
Central Maine Med Ctr Sch of Nursing	3,081	3,081	

MAINE—Continued

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Central Maine Voc Tech Inst	625	725	700
Colby C	8,330	9,080	
C of the Atlantic	5,490	6,375	
Eastern Maine Voc-Tech Inst	705	800	700
Husson C	4,775	5,325	
Northern Maine Voc-Tech Inst	712	846	700
Portland School of Art	4,990	5,560	
Saint Joseph's C	4,825	4,725	
Southern Maine Voc-Tech Inst	690	790	700
Thomas C	5,055	5,455	
Unity C	4,880	5,260	
U of Maine			
Augusta	1,433	1,458	2,217
Farmington	1,463	1,463	2,217
Fort Kent	1,443	1,443	2,217
Machias	1,453	1,453	2,217
Orono	1,534	1,545	3,051
Presque Isle	1,463	1,463	2,217
U of New England	5,010	5,450	
U of Southern Maine	1,544	1,545	3,051
Westbrook C	5,715	6,215	

MARYLAND

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Allegany CC	756	762	1,320
Anne Arundel CC	857	917	2,520
Baltimore Hebrew C	1,875	1,875	
Bowie St C	1,401	1,451	1,170
Capitol Inst of Tech	3,507	4,047	
Cecil CC	606	666	1,800
Chesapeake C	509	515	2,385
C of Notre Dame	4,400	5,200	
Columbia Union C	4,944	5,484	
CC of Baltimore*	745	825	1,235
Coppin St C*	1,255	1,250	1,110
Frederick CC	664	668	1,800
Garrett CC	690	750	2,220
Goucher C	7,125	7,900	
Hagerstown Bus C	1,750	2,030	
Hagerstown JC	671	731	1,470
Hood C	6,160	6,890	
Johns Hopkins U	7,840	8,860	
Loyola C	4,560	5,110	
Maryland C of Art & Design	3,960	4,150	
Maryland Inst C of Art	5,300	5,900	
Montgomery C			
Germantown	990	1,089	1,590
Rockville	990	1,089	1,590
Takoma Park	990	1,089	1,590
Morgan St U	1,281	1,401	1,140
Mt Saint Mary's C	4,700	5,150	
Prince George's CC	895	990	2,790
Saint John's C	7,200	8,250	
Saint Mary's C of Md	1,505	1,615	1,000
Salisbury St C	1,354	1,478	1,170
Towson St U	1,322	1,384	1,170
U of Maryland			
Baltimore	1,284	1,373	
Baltimore County	1,362	1,436	2,552
College Park	1,332	1,410	2,395
Eastern Shore	1,128	1,252	2,244
University C	2,060	2,180	
Villa Julie C	3,100	3,450	
Washington Bible C	2,460	2,870	
Western Maryland C	5,700	6,225	
Wor-Wic Tech CC	610	642	2,340

MASSACHUSETTS

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
American Int'l C	4,560	5,030	
Amherst C	8,905	9,510	
Anna Maria C	4,630	4,830	

MASSACHUSETTS—Continued

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Aquinas JC			
Milton	3,200	3,435	
Newton	3,200	3,700	
Assumption C	5,330	5,730	
Atlantic Union C	5,546	6,148	
Babson C	7,075	7,666	
Bay Path JC	4,000	4,700	
Bay St JC	3,750	4,100	
Becker JC			
Leicester	3,180	3,580	
Worcester	3,180	3,580	
Bentley C	5,600	6,100	
Berklee C of Music	3,820	4,110	
Berkshire Christian C	3,615	3,825	
Berkshire CC*	734	820	1,560
Boston C	7,020	7,695	
Boston Cons of Music	5,700	5,860	
Boston U	8,420	9,116	
Bradford C	6,235	7,065	
Brandeis U	8,745	9,590	
Bridgewater St C*	1,120	1,256	2,040
Bristol CC*	724	810	1,560
Bunker Hill CC*	748	834	1,560
Cape Cod CC*	719	910	1,560
Chamberlayne JC	3,660	4,030	
Clark U	7,906	8,650	
C of the Holy Cross	6,950	7,876	
Curry C	6,495	7,085	
Dean JC	5,235	5,805	
Eastern Nazarene C	3,641	3,996	
Elms C	4,500	5,150	
Emerson C	6,630	7,345	
Emmanuel C	5,300	5,700	
Endicott C	5,300	5,750	
Fisher JC	4,600	4,850	
Fitchburg St C*	1,021	1,148	2,040
Forsyth Sch for Dental Hygienists*	5,650	6,300	
Framingham St C*	1,186	1,276	2,040
Franklin Inst of Boston	4,440	4,940	
Gordon C	5,712	6,121	
Greenfield CC*	800	886	1,560
Hampshire C	9,260	10,175	
Harvard-Radcliffe C's	9,700	9,800	
Hebrew C	1,110	1,310	
Hellenic C	3,200	3,760	
Holyoke CC*	754	830	1,560
Laboure JC	4,665	4,975	
Lasell JC	5,155	5,740	
Lesley C	6,220	6,950	
Marian Court JC of Bus*	2,870	3,545	
Mass Bay CC*	744	830	1,560
Mass C of Art*	1,145	1,260	1,947
Mass C of Pharmacy & Allied Health Sci	4,825	5,340	
Mass Inst of Tech	9,600	10,300	
Mass Maritime Acad*	1,115	1,208	
Massasoit CC*	739	840	1,560
Merrimack C	5,350	5,750	
Middlesex CC*	787	873	1,560
Mt Holyoke C	8,735	9,485	
Mt Ida C	4,593	4,890	
Mt Wachusett CC*	787	890	1,560
New England Conservatory of Music	7,120	7,800	
New England Inst of Applied Arts & Sci	4,200	4,500	
Newbury JC	4,090	4,605	
Nichols C	4,560	4,785	
North Adams St C*	1,118	1,281	2,040
North Shore CC*	714	820	1,560
Northeastern U*	5,792	6,150	
Northern Essex CC*	778	928	1,560
Pine Manor C	7,200	8,194	
Quincy JC	1,475	1,510	
Quinsigamond CC*	830	916	1,560
Regis C	5,405	5,790	

MASSACHUSETTS—Continued

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Roxbury CC*	729	820	1,464
Saint Hyacinth C-Sem	3,105	3,105	
Saint John's Sem & C	2,100	2,400	
Salem St C*	1,050	1,106	2,040
Sch of Museum of Fine Arts	5,355	5,905	
Simmons C	7,322	7,910	
Simon's Rock of Bard C	8,450	8,830	
Smith C	8,500	9,240	
Southeastern Mass U*	1,114	1,254	2,474
Springfield C	4,500	5,376	
Springfield Tech CC*	739	870	1,560
Stonehill C	5,240	5,660	
Suffolk U	4,035	4,545	
Swain Sch of Design	4,300	4,975	
Tufts U	8,783	9,556	
U of Lowell*	1,236	1,430	2,352
U of Massachusetts			
Amherst*	1,656	1,846	2,940
Boston*	1,465	1,465	2,557
Wellesley C	8,630	9,350	
Wentworth Inst of Tech	4,350	5,025	
Western New England C	4,578	4,950	
Westfield St C*	1,124	1,215	2,040
Wheaton C	8,510	9,245	
Wheelock C	6,280	6,728	
Williams C	8,620	9,280	
Worcester Poly Inst	7,515	8,102	
Worcester St C	1,023	1,114	1,862

MICHIGAN

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Adrian C	5,376	5,776	
Albion C	5,850	6,364	
Alma C	6,072	6,540	
Andrews U	5,205	5,666	
Aquinas C	4,790	5,100	
Baker JC of Bus	2,340	2,460	
Calvin C	4,280	4,620	
Center for Creative Studies-C Arts & Design	4,726	5,236	
Central Michigan U	1,460	1,460	2,190
Charles Stewart Mott CC	890	980	840
Cleary C	2,835	2,970	
Concordia C	3,149	3,598	
Davenport C of Bus	3,938	4,235	
Delta C*	885	930	1,290
Detroit C of Business	3,083	3,328	
Eastern Michigan U	1,425	1,443	1,987
Ferris St C	1,629	1,671	1,647
GMI Engineering & Management Inst	2,464	4,464	
Gogebic CC	630	690	780
Grace Bible C	1,840	1,980	
Grand Rapids Baptist C & Sem	3,320	3,560	
Grand Rapids JC	950	980	1,170
Grand Valley St C	1,502	1,502	2,002
Great Lakes Bible	2,001	2,157	
Henry Ford CC	840	1,260	
Highland Park CC	770	770	600
Hillsdale C	5,720	5,970	
Hope C	5,410	5,790	
Jackson CC	870	870	480
Jordan C	2,300	2,400	
Kalamazoo C	6,922	7,315	
Kellogg CC	645	735	1,140
Kirtland CC	600	633	360
Lake Michigan C	710	710	480
Lake Superior St C	1,455	1,455	1,305
Lawrence Inst of Tech	2,100	2,370	
Macomb CC	900	945	855
Madonna C	1,970	2,270	
Marygrove C	3,750	4,140	
Mercy C of Detroit	3,390	3,680	
Michigan Christian C	2,610	2,740	
Mid Michigan CC	694	730	600

MICHIGAN—Continued

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Monroe County CC	570	570	270
Montcalm CC	784	784	480
Muskegon Business C	2,305	2,340	
Muskegon CC*	780	780	690
Nazareth C	5,170	5,430	
North Central Mich C	752	812	180
Northwestern Michigan C	1,035	1,035	616
Northwood Inst	4,170	4,545	
Oakland U	1,365	1,545	2,372
Olivet C	5,080	5,080	
Reformed Bible C	2,700	3,050	
Sacred Heart Seminary C	2,600	2,750	
Saint Clair County CC	705	840	1,140
Saint Mary's C	2,290	2,550	
Schoolcraft C	815	878	908
Southwestern Mich C	790	790	330
Spring Arbor C	4,590	4,935	
Suomi C	5,400	6,000	
U of Detroit	5,130	5,460	
Washtenaw CC	810	870	990
Wayne St U	1,760	1,760	2,100
West Shore CC	710	770	670
Western Michigan U*	1,460	1,460	1,964
William Tyndale C	2,250	2,430	

MINNESOTA

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
Alexandria Area Voc-Tech Inst	774	1,008	1,008
Anoka-Ramsey CC	1,013	1,103	1,103
Arrowhead CC, Hibbing	1,013	1,103	1,103
Itasca	1,013	1,103	1,103
Rainy River	1,013	1,103	1,103
Vermilion	1,013	1,103	1,103
Augsburg C	5,170	5,570	
Austin CC	1,013	1,103	1,103
Bemidji St U	1,300	1,390	1,208
Bethany Lutheran C	3,170	3,450	
Bethel C	4,950	5,395	
Brainerd CC	1,013	1,103	1,103
Carleton C	7,810	8,460	
C of Saint Benedict	4,810	5,200	
C of Saint Catherine	4,955	5,090	
C of Saint Scholastica	4,665	5,103	
C of Saint Teresa	4,995	5,600	
C of Saint Thomas	4,730	5,420	
Concordia C			
Moorhead	5,305	5,590	
St Paul	3,855	4,230	
Dakota County Area Voc-Tech Inst	945	1,247	1,232
Dr Martin Luther C	1,650	1,790	
Fergus Falls CC	1,013	1,103	1,103
Golden Valley Lutheran C	4,860	5,265	
Gustavus Adolphus C	6,150	6,650	
Hamline U	5,975	6,400	
Inver Hills CC	1,013	1,103	1,103
Lakewood CC	1,013	1,103	1,103
Macalester C	6,975	7,595	
Mankato St U	1,266	1,345	1,208
Medical Inst of Minn	3,700	3,750	
Metropolitan St U	828	1,217	1,208
Minneapolis C of Art & Design	4,500	5,500	
Minneapolis CC	1,013	1,103	1,103
Minnesota Bible C	1,890	2,100	
Moorhead St U	1,271	1,359	1,208
Normandale CC	1,013	1,103	1,103
North Central Bible C	2,550	3,275	
North Hennepin CC	1,013	1,103	1,103
Northland CC	1,013	1,103	1,103
Northwestern C	4,260	4,800	
NW Electronics Inst	2,220	2,352	

Continued on Following Page

Tuition and Fees

Continued from Preceding Page

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
MINNESOTA—Continued			
Rochester CC	1,013	1,103	1,103
Saint Cloud St U	1,304	1,379	1,208
Saint John's U	4,810	5,205	
Saint Mary's C	4,750	5,250	
Saint Mary's JC	3,690	4,140	
Saint Olaf C	6,075	6,550	
Saint Paul Bible C	2,930	3,244	
School of the Associated Arts	2,950	3,200	
Southwest St U	1,271	1,396	1,208
U of Minnesota			
Duluth	1,775	1,950	3,090
Minneapolis-St Paul	1,680	1,834	2,767
Morris	1,625	1,759	2,904
Tech C at Crookston	1,662	1,703	2,710
Tech C at Waseca	1,548	1,688	2,710
Willmar CC	1,013	1,103	1,103
Winona St U	1,289	1,403	1,208
Worthington CC	1,013	1,103	1,103
MISSISSIPPI			
Alcorn St U	875	975	1,076
Belhaven C	3,530	3,800	
Blue Mountain C	2,190	2,314	
Clarke C	1,876	2,100	
Coahoma JC	585	585	1,250
Copiah-Lincoln JC	400	500	660
Delta St U	800	900	976
East Central JC	456	500	400
East Mississippi JC	380	420	
Holmes JC	440	500	800
Itawamba JC	420	480	400
Jackson St U	972	1,072	1,076
Jones County JC	420	460	600
Mary Holmes C	1,505	1,505	
Millsaps C	4,650	5,155	
Mississippi C	2,736	3,008	
Mississippi Delta JC	455	505	600
Mississippi Gulf Coast JC			
Jackson	464	550	400
Jeff Davis	460	550	400
Perkinston	400	454	400
Mississippi St U	1,242	1,368	1,076
Mississippi U for Women	825	925	1,076
Mississippi Valley St U	850	975	1,076
Northeast Miss JC	460	520	630
Northwest Miss JC*	699	699	600
Pearl River JC	380	400	550
Phillips C	2,525	2,525	
Phillips C of Jackson	2,625	2,675	
Rust C	2,592	2,624	
Southeastern Baptist C	1,150	1,510	
Southwest Mississippi JC	370	400	700
Tougaloo C	2,800	2,960	
U of Mississippi	1,284	1,401	1,016
Medical Ctr	966	1,185	926
U of Southern Miss	1,140	1,260	1,076
Wesley C	1,410	1,510	
William Carey C	2,280	2,470	
MISSOURI			
Avila C	3,700	4,200	
MISSOURI—Continued			
Baptist Bible C	1,030	1,130	
Basic Inst of Tech	2,790	3,400	
Calvary Bible C	2,280	2,310	
Cardinal Glennon C	1,535	1,975	
Cardinal Newman C	3,980	4,180	
Central Bible C	1,915	1,915	
Central Methodist C	4,250	4,450	
Central Missouri St U	738	838	710
Columbia C	4,495	4,695	
Conception Seminary C	2,450	2,490	
Cottey C	2,200	2,400	
Crowder C	340	400	800
Culver Stockton C	4,040	4,380	
Drury C	4,020	4,250	
East Central C	480	540	660
Evangel C	2,667	2,968	
Fontbonne C	4,550	4,950	
Hannibal-La Grange C	2,962	3,112	
Harris Stowe St C	650	650	
Jefferson C	360	420	420
Kansas City Art Inst	6,150	6,650	
Kemper Military Sch & C	3,000	5,200	
Lincoln U	625	700	700
Lindenwood C's	4,600	4,680	
Longview CC	600	660	840
Maple Woods CC	600	660	840
Maryville C St Louis	4,550	4,890	
Mineral Area C*	390	480	320
Missouri Baptist C	2,600	2,950	
Missouri Inst of Tech	3,188	3,500	
Mo Southern St C	700	800	
Missouri Valley C	3,400	3,800	
Mo Western St C	880	880	790
Moberly Area JC	380	450	1,260
NE Missouri St U	620	690	690
NW Missouri St U	875	875	715
Ozark Bible C	1,350	1,640	
Park C	3,740	4,110	
Penn Valley CC	600	660	840
Pioneer CC	600	660	840
Rockhurst C	4,270	4,610	
Rutledge C	2,160	2,544	
Saint Louis Christian C	1,600	1,600	
St Louis C of Pharmacy	2,915	3,115	
Saint Louis CC			
Florissant Valley	675	720	690
Forest Park	675	720	690
Meramec	675	720	690
St Louis Cons of Music	4,510	5,015	
Saint Louis U	4,990	5,340	
Saint Mary's C of O'Fallon	2,776	2,776	
Saint Mary's Seminary C	2,500	2,500	
Saint Paul's C	2,725	3,125	
Sch of the Ozarks	2,460	2,460	
SE Missouri St U*	600	700	670
SW Baptist U	3,280	3,570	
SW Missouri St U*	792	996	996
State Fair CC*	360	360	700
Stephens C	5,650	6,270	
Tarkio C	3,750	4,050	
Three Rivers CC*	570	596	728
Trenton JC*	360	524	756
MISSOURI—Continued			
U of Missouri			
Columbia	1,272	1,355	2,576
Kansas City	1,294	1,378	2,576
Rolla	1,403	1,525	2,576
Saint Louis	1,288	1,387	2,576
Washington U	7,958	8,672	
Webster C	4,275	4,635	
Westminster C	4,700	5,000	
William Jewell C	3,810	4,120	
William Woods C	5,050	5,550	
MONTANA			
Blackfeet CC	675	675	
C of Great Falls	3,100	3,400	
Carroll C	3,140	3,410	
Dawson CC*	450	450	450
Eastern Montana C	732	822	1,333
Flathead Valley CC	375	378	504
Miles CC	390	390	525
Montana C of Mineral Science & Technology	675	775	1,692
Montana St U*	794	884	1,692
Northern Montana C*	661	751	1,332
Rocky Mountain C	3,499	3,755	
U of Montana	951	975	1,770
Western Montana C*	697	791	1,332
NEBRASKA			
Bellevue C	1,410	1,410	
Central CC	576	624	324
Chadron St C	846	923	555
Concordia Teachers C	3,580	3,870	
Creighton U	4,456	4,800	
Dana C	4,300	4,810	
Doane C	4,410	4,810	
Grace C of the Bible	2,540	2,810	
Hastings C	4,250	4,810	
Kearney St C	928	959	555
McCook CC	530	560	135
Metro Technical CC	705	743	687
Mid Plains CC	525	550	165
Midland Lutheran C	4,290	4,660	
Nebraska Christian C	1,395	1,510	
Nebraska Wesleyan U	4,460	4,767	
Nebraska Western C	639	639	231
Northeast Tech CC	576	591	315
Peru St C*	880	880	570
Platte Valley Bible C	990	1,080	
Southeast CC			
Fairbury	608	638	352
Lincoln	582	606	360
Milford-Beatrice	584	615	354
Union C	5,300	5,800	
U of Nebraska			
Lincoln	1,212	1,330	1,950
Med Center	1,112	1,248	1,950
Omaha	1,125	1,230	1,770
Wayne St C	881	914	555
York C	2,300	2,600	
NEVADA			
Clark County CC*	615	615	2,200
Northern Nevada CC*	600	600	2,200
Old C	1,450	3,100	
Sierra Nevada C	2,250	3,000	
Truckee Meadows CC*	660	660	2,200
NEVADA—Continued			
U of Nevada			
Las Vegas*	1,080	1,080	2,200
Reno*	1,080	1,080	2,200
Western Nevada CC*	600	600	2,200
NEW HAMPSHIRE			
Castle JC	2,000	2,100	
Colby-Sawyer C	6,960	7,610	
Dartmouth C	9,145	9,810	
Franklin Pierce C	6,050	6,520	
Hawthorne C	5,370	5,825	
Hesser C*	3,450	3,650	
New England C	6,190	6,750	
New Hampshire C	5,867	6,326	
New Hampshire Tech Inst	1,340	1,480	2,350
NH Voc-Tech C			
Berlin	1,230	1,380	2,300
Claremont	1,235	1,380	2,300
Laconia	1,230	1,385	2,300
Manchester	1,235	1,385	2,300
Nashua	1,245	1,395	2,300
Stratham	1,230	1,385	2,300
Notre Dame C	3,700	4,070	
Rivier C	4,000	4,300	
Sch for Life Long Learning	1,350	1,650	
Saint Anselm C	5,500	5,820	
U of New Hampshire	2,050	2,356	3,570
Keene St C*	1,630	1,730	2,350
Merrimack Valley C	1,110	1,210	2,200
Plymouth St C	1,380	1,711	2,350
White Pines C	3,400	4,325	
NEW JERSEY			
Assumption C for Sisters	1,200	1,200	
Bergen CC	810	860	2,100
Berkeley School	4,200	4,675	
Beth Medrash Govoha	2,350	2,500	
Bloomfield C	4,890	5,210	
Brookdale CC	700	752	1,400
Burlington County C	850	1,000	2,130
Caldwell C	3,875	4,375	
Centenary C	4,300	4,800	
C of Saint Elizabeth	4,685	5,250	
Cumberland County C*	755	755	2,100
Don Bosco C	3,010	3,010	
Drew U	7,210	8,430	
Essex County C	760	804	1,400
Fairleigh Dickinson U			
Edward Williams C	4,358	4,718	
Florham-Madison	5,274	5,690	
Rutherford	5,274	5,690	
Teaneck-Hackensack	5,274	5,690	
Felician C	3,160	3,460	
Georgian Court C	3,570	4,000	
Gloucester County C	650	705	2,445
Hudson County CC	700	695	630
Northeastern Bible C	3,790	3,790	
Ocean County C	719	1,070	3,720
Princeton U	9,450	10,200	
Rabbinical C of America	3,000	3,250	
Rider C	4,535	5,000	
Seton Hall U*	4,770	5,500	
Somerset County C*	754	805	2,100
Saint Peter's C	4,103	4,397	
Stevens Inst of Tech	7,500	8,100	
Union County C	700	800	2,100
NEW JERSEY—Continued			
Upsala C	5,340	5,809	
Westminster Choir C	6,060	6,304	
NEW MEXICO			
Artesia Christian C	1,200	1,200	
C of Santa Fe	3,400	3,600	
C of the Southwest	1,192	1,192	
Eastern New Mexico U	710	743	1,555
Roswell	412	412	688
New Mexico Highlands U	527	527	1,392
New Mexico Inst of Mining and Tech	678	748	1,968
New Mexico JC	184	184	288
New Mexico St U	798	870	1,968
Alamogordo	384	384	648
Carlsbad	346	346	648
Grants	360	360	648
Northern New Mexico CC	336	336	688
Saint John's C	7,200	8,250	
U of Albuquerque	2,620	3,960	
U of New Mexico	774	816	1,966
Gallup	348	348	648
Western New Mexico U	566	600	1,556
NEW YORK			
Acad of Aeronautics	3,596	3,596	
Adelphi U	5,494	5990	
Albany Business C	3,200	3,200	
Albany C of Pharmacy	3,430	3,980	
Alfred U	7,240	7,910	
Amer Acad McAllister Inst Funeral Service	2,600	2,680	
American Acad of Dramatic Arts	3,300	3,600	
Bard C	9,630	10,230	
Barnard C	8,930	9,698	
Berkeley School	4,200	4,650	
Long Island	4,200	4,650	
New York	4,200	4,650	
Beth Jacob Hebrew Teachers C	2,100	2,100	
Boricua C	3,510	3,510	
Bramson ORT Tech Inst	2,875	3,256	
Briarcliffe Secretarial Sch	3,510	3,620	
Bryant-Stratton Bus Inst			
Buffalo	3,195	3,415	
Rochester	3,195	3,390	
Bryant-Stratton Powelson Bus Inst	3,195	3,415	
Canisius C	4,630	5,140	
Cathedral C Immaculate Conception	3,500	3,500	
Cazenovia C	4,780	5,070	
Central City Bus Inst	2,495	2,785	
City U of New York			
Baruch C	1,276	1,295	800
Borough Manhattan CC	1,280	1,304	800
Bronx CC	1,295	1,295	800
Brooklyn C	1,306	1,306	800
City C	1,291	1,291	800
Herbert H Lehman C	1,276	1,276	800
Hostos CC	1,249	1,249	800
Hunter C	1,275	1,275	800
John Jay C of Criminal Justice	1,290	1,290	800
Kingsborough CC	1,295	1,295	800
La Guardia CC	980	1,305	800
Medgar Evers C	1,276	1,276	800
New York City Tech C	1,272	1,272	800
Queens C	1,382	1,375	800
Queensborough CC	1,225	1,289	800
C of Staten Island	1,303	1,303	800
York C	1,280	1,280	800
Clarkson C of Tech	7,350	7,890	
Colgate U	8,380	9,155	
C for Human Services	4,045	5,520	
C of Insurance	4,696	4,700	
C of Mt Saint Vincent	4,950	5,300	
C of New Rochelle	4,800	5,250	
Sch of New Resources	2,496	3,300	
C of Saint Rose	4,490	4,890	
Columbia U			
Columbia C	8,942	9,665	
Eng & Applied Sci	8,992	9,665	
Sch of General Studies*	8,288	8,940	
Sch of Nursing*	8,850	9,505	
Concordia C	4,050	4,390	
Cooper Union	300	300	
Cornell U			
Endowed C's	8,900	9,600	
Statutory C's	3,740	4,060	2,724
Culinary Inst of Amer	5,340	5,812	
Daemen C	4,720	5,100	
Dominican C of Blauvelt	3,020	3,320	
Dowling C	4,645	4,645	
D'Youville C	4,420	4,700	
Eastman Sch of Music	8,200	8,930	
Elizabeth Seton C	3,550	3,900	
Elmira C	6,080	6,440	
Five Towns C	3,350	3,450	
Fordham U	5,590	6,040	
Friends World C	4,200	4,700	
Hadar Hatorah Rabbinical Sem	2,200	3,000	
Hamilton C	8,600	9,300	
Hartwick C	7,100	7,525	
Hilbert C	3,140	3,340	
Hobart C	8,300	9,050	
Hofstra U	5,400	5,900	
Houghton C	4,390	4,825	
Inst of Design and Construction	1,820	2,130	
Interboro Inst	3,300	3,550	
Iona C*	4,580	4,805	
Ithaca C	6,026	6,562	
Jamestown Business C	2,455	2,765	
Jewish Theol Sem	3,075	3,390	
Juilliard Sch	5,100	5,600	
JC of Albany	3,700	4,020	
Katherine Gibbs Sch			
Melville	4,900	5,325	
New York	4,925	5,325	
Kehilath Yakov Rabbinical Sem	2,200	2,200	
Keuka C	5,560	5,770	
King's C	5,055	5,305	
Lab Inst of Merchandising	4,670	5,015	
Le Moyne C	4,700	5,290	

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NEW YORK—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Long Island C			
Hosp Sch of Nursing	2,850	2,850	
Long Island U			
Brooklyn	4,879	5,325	
CW Post	5,550	5,970	
Southampton	5,600	6,050	
Manhattan C	4,700	5,030	
Manhattan Sch of Music	5,600	5,800	
Manhattanville C	7,080	7,770	
Mannes C of Music	5,000	5,500	
Maria C	2,470	2,570	
Maria Regina C	2,500	2,770	
Marist C	5,072	5,472	
Marymount C	5,365	6,025	
Marymount Manhattan C	4,450	4,890	
Mater Dei C	2,466	2,466	
Medaille C	3,690	4,140	
Mercy C	3,060	3,360	
Mirrer Yeshiva			
Central Inst	1,600	2,000	
Molloy C	3,850	4,220	
Monroe Business Inst	3,570	3,795	
Monroe CC	1,220	1,220	1,160
Nazareth C of Rochester	4,550	4,975	
New School for			
Social Research	5,900	6,370	
New York Inst of Tech	3,735	4,140	
New York U	7,200	7,850	
Niagara U	4,900	5,400	
Nyack C	4,136	4,506	
Olean Business Inst	2,075	2,375	
Pace U			
C of White Plains	4,380	4,700	
New York City	4,380	5,000	
Pleasantville/Briarcliff	4,380	4,700	
Parsons Sch of Design	6,320	6,920	
Paul Smith's C	3,810	4,100	
Polytechnic Inst of NY	7,100	7,840	
Long Island	7,100	7,840	
Pratt Inst	6,030	6,788	
Rabbinical Acad			
Mesivita Rabbi C Berlin	2,500	2,500	
Rabbinical C of			
Long Island	2,800	2,800	
Rabbinical Seminary			
of America	3,000	3,000	
Rensselaer Poly Inst	8,600	9,390	
Roberts Wesleyan C	4,468	4,982	
U of Rochester	7,875	9,478	
Rochester Business Inst	2,795	2,945	
Rochester Inst of Tech	5,679	6,400	
Russell Sage C	5,910	6,450	
Saint Bonaventure U	4,615	4,990	
Saint Francis C	3,600	3,900	
Saint John Fisher C	5,069	5,410	
Saint John's U	3,850	4,250	
Saint Joseph's C			
Suffolk Campus	3,320	3,730	
Saint Lawrence U	7,900	8,560	
Saint Thomas Aquinas C	3,325	3,625	
Sarah Lawrence C	9,355	10,080	
Sch of Visual Arts	5,310	5,670	
Siena C	4,640	5,115	
Skidmore C	8,165	8,965	
State U of New York			
Albany*	1,492	1,467	1,850
Binghamton*	1,496	1,495	1,850
Buffalo*	1,540	1,573	1,850
Stony Brook*	1,467	1,455	1,850
Empire State C*	1,387	1,387	1,850
C at Brockport*	1,475	1,475	1,850
C at Buffalo*	1,453	1,453	1,850
C at Cortland*	1,462	1,471	1,850
C at Fredonia*	1,459	1,459	1,850
C at Geneseo*	1,475	1,475	1,850
C at New Paltz*	1,564	1,564	1,850
C at Old Westbury*	1,410	1,410	1,850
C at Oneonta*	1,545	1,545	1,850
C at Oswego*	1,475	1,475	1,850
C at Plattsburgh*	1,468	1,468	1,850
C at Potsdam*	1,465	1,465	1,850
C at Purchase*	1,545	1,545	1,850
Downstate Med Center*	1,435	1,453	1,850
Upstate Med Center*	1,430	1,430	1,850
A&T C at Alfred*	1,465	1,465	1,850
A&T C at Canton*	1,593	1,583	1,850
A&T C at Cobleskill*	1,499	1,499	1,850
A&T C at Delhi*	1,575	1,470	1,850
A&T C at Farmingdale*	1,450	1,535	1,850
A&T C at Morrisville*	1,565	1,565	1,850
C of Environmental			
Sci & Forestry*	1,432	1,432	1,850
Maritime C*	1,550	1,550	1,850
C of Tech Utica-Rome*	1,475	1,475	1,850
Health Sciences Ctr			
Stony Brook*	1,455	1,455	1,850
Fashion Inst of Tech*	1,310	1,500	1,350
Adirondack CC	906	976	900
Broome CC*	920	1,013	950
Cayuga County CC	1,140	1,140	1,040
Clinton CC	1,087	1,087	1,000
Columbia-Greene CC*	1,120	1,270	1,180
Corning CC	1,300	1,350	1,200
Dutchess CC	1,115	1,215	1,150
Erie CC			
City Campus	960	1,036	1,940
North Campus	966	1,036	1,940
South Campus	966	1,036	1,940
Fulton-Montgomery CC	933	[illegible]	850
Genesee CC	970	1,075	1,000
Herkimer County CC	878	940	860
Hudson Valley CC	1,085	[illegible]	1,290
Jamestown CC	1,150	1,150	1,050
Jefferson CC	1,120	1,300	
Mohawk Valley CC	1,235	1,235	2,300
Niagara County CC*	1,125	1,125	1,050
North Country CC	1,030	1,030	925
Orange County CC*	1,217	1,217	1,152
Rockland CC	1,150	1,166	1,100
Schenectady County CC	1,183	1,183	1,100
Suffolk County CC*	1,108	1,198	1,060
Sullivan County CC	1,166	1,322	1,950
Tompkins-Cortland CC	1,162	1,225	2,100
Ulster County CC	1,218	1,318	2,432
Westchester CC	1,123	1,224	1,650
Syracuse U	6,885	7,345	
Talmudical Seminary			
Oholei Torah	3,300	3,600	
Taylor Bus Inst	4,000	4,930	
Technical Career Inst	3,240	4,300	

NEW YORK—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Tobe-Coburn Sch for			
Fashion Careers	5,265	6,350	
Torah Temimah			
Talmudical Seminary*	2,500	2,750	
Touro C	3,565	3,970	
Trocaire C	2,850	2,950	
Union C	8,164	8,836	
Utica C of Syracuse U	5,400	5,975	
Utica Sch of Commerce	2,475	2,800	
Vassar C	8,428	9,050	
Villa Maria C of Buffalo	2,760	3,060	
Wadhams Hall Sem-C	2,480	2,595	
Wagner College	5,230	5,810	
Wells C	7,625	8,145	
Westchester Bus Inst	4,500	4,500	
William Smith C	8,300	9,035	
Wood Sch	4,700	5,045	
Yesh K Stolin B Aron			
Y'Isrl Rabbinical Inst	2,100	2,300	
Yeshiva of			
Nitra Rabbinical C	2,100	2,100	
Yeshiva Ohel Shmuel	2,000	2,000	
Yeshiva U	5,865	6,400	
Yeshivat Mikdash Melech	3,100	3,100	
Yeshivath Zichron Moshe	2,500	2,500	

NORTH CAROLINA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Anson Technical C	168	168	612
Appalachian St U*	771	771	2,329
Asheboro C	1,686	2,250	
Asheville Buncombe			
Tech C	173	153	
Atlantic Christian C	3,260	3,680	
Barber-Scotia C	3,000	3,000	
Beaufort County CC	168	168	612
Belmont Abbey C	3,842	4,038	
Bennett C	-2,900	3,200	
Blanton's JC	2,201	2,197	
Blue Ridge Tech C	165	220	765
Brevard C	2,920	3,190	
Brunswick Tech C	174	174	612
Caldwell CC & Tech Inst	168	168	612
Cape Fear Tech Inst	168	178	612
Carteret Tech C	162	162	612
Catawba Valley Tech C	168	168	612
Cecil's JC	2,090	2,222	
Central Carolina Tech C	171	171	612
Central Piedmont CC	156	156	612
Chowan C	2,615	2,810	
Cleveland Tech C	174	174	612
Coastal Carolina CC	168	168	612
C of the Albemarle	181	181	612
Craven CC	180	180	609

NORTH CAROLINA—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Davidson C	5,770	6,465	
Davidson County CC	176	176	612
Duke U	7,059	7,681	
Durham Tech Inst	162	162	612
East Carolina U*	706	746	2,334
East Coast Bible C	1,620	1,740	
Edgecombe Tech C	156	162	612
Elizabeth City St U*	738	738	1,646
Elon C	3,040	3,290	
Fayetteville St U	749	786	2,224
Fayetteville Tech Inst	159	171	594
Forsyth Tech Inst	168	168	612
Gardner-Webb C	3,530	3,810	
Gaston C	153	181	612
Greensboro C	3,820	4,130	
Guilford C	4,778	5,236	
Guilford Tech Inst	190	186	612
Halifax CC	168	168	612
Hardbarger JC of Bus	2,792	2,120	
Haywood Tech C	168	168	612
High Point C	3,640	3,950	
Isothermal CC	183	181	612
James Sprunt Tech C	177	177	612
Johnson C Smith U	2,860	3,018	
Johnston Technical C	174	174	612
Lees-McRae C	2,762	3,047	

NORTH CAROLINA—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Lenoir-Rhyne C	4,134	4,429	
Livingstone C	2,720	2,840	
Louisburg C*	3,025	3,251	
Mars Hill C	3,650	3,850	
Martin CC	168	168	612
McDowell Technical C	171	171	612
Meredith C	3,350	3,600	
Methodist C	3,720	4,200	
Mitchell CC	180	180	612
Montgomery Tech Inst	165	220	815
Montreat-Anderson C	2,776	2,940	
Mount Olive C	2,600	2,800	
Nash Tech C	162	162	612
North Carolina A&T St U*	866	888	2,312
North Carolina Central U*	820	753	2,312
North Carolina St U	726	726	2,362
NC Sch of the Arts*	1,092	1,114	2,020
Pamlico Tech C	168	168	612
Peace C	2,600	2,750	
Pembroke St U*	614	630	2,034
Pfeiffer C	3,700	3,995	
Piedmont Bible C	2,316	2,460	
Piedmont Tech C	168	174	612
Pitt CC	171	171	612

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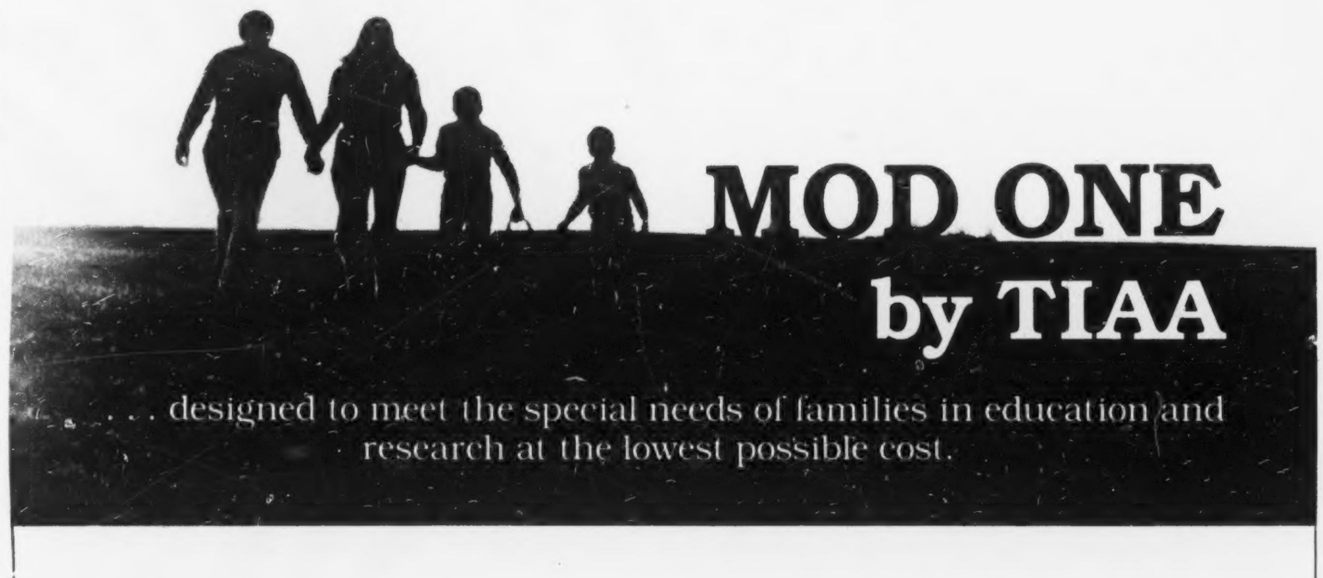
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Tuition and Fees

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NORTH CAROLINA—Continued

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Queens C	4,600	4,920	
Randolph Tech C	168	168	612
Richmond Tech Inst	171	171	612
Roanoke Bible C	1,294	1,539	
Roanoke-Chowan Tech C	168	168	612
Robeson Tech C	171	171	612
Rowan Tech C	174	174	612
Saint Andrews Presbyterian C	5,100	5,350	
Saint Augustine's C	2,900	3,100	
Saint Mary's C	3,880	4,190	
Sampson Tech C	180	180	612
Sandhills CC	177	177	612
Shaw U	2,500	2,500	
Southeastern CC	177	177	612
Southwestern Tech C	165	167	612
Stanly Tech C	171	171	612
Surry CC	171	171	612
Tech C of Alamance	162	162	612
Tri-County CC	212	159	765
U of North Carolina			
Asheville	664	712	2,034
Chapel Hill*	766	766	2,362
Charlotte*	669	700	2,400
Greensboro*	808	842	2,362
Wilmington*	677	706	2,034
Vance-Granville CC	168	171	594
Wake Forest U	5,050	5,550	
Wake Tech C	162	162	612
Warren Wilson C	4,350	4,550	
Wayne CC	171	171	612
Western Carolina U	751	751	2,312
Western Piedmont CC	171	171	765
Wilkes CC	177	177	612
Wilson County Tech Inst	168	168	612
Wingate C	2,773	2,950	
Winston-Salem St U*	895	902	2,034

NORTH DAKOTA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Bismarck JC	865	940	330
Dickinson St C	891	935	724
Jamestown C	4,900	5,200	
Lake Region CC	740	860	200
Mary C	3,110	3,400	
Mayville St C	858	903	717
Minot St C	756	891	837
North Dakota St Sch of Science	786	[illegible]	717
North Dakota St U	948	1,008	846
Bottineau	775	899	717
Northwest Bible C	2,000	2,545	
Standing Rock CC	770	770	
Trinity Bible Inst	2,159	2,134	
Turtle Mountain CC	540	630	
U of North Dakota	1,020	1,080	906
Williston	868	968	906
Valley City St C	726	906	648

OHIO

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
ATES Technical Inst	3,090	3,520	
Antioch C	6,580	6,980	
Antonelli Inst of Art & Photography	2,475	3,700	
Art Acad of Cincinnati	2,995	3,350	
Ashland C	5,706	6,060	
Baldwin-Wallace C	5,577	6,108	
Belmont Tech C	750	750	150
Betz C	2,205	2,875	
Bluffton C	4,563	4,968	
Borromeo C of Ohio	3,150	3,300	
Bowling Green St U*	1,762	1,848	2,204
Firelands C*	1,404	1,482	2,204
Capital U	5,870	6,335	
Case Western Reserve U	7,300	8,000	
Cedarville C	3,168	3,495	
Central Ohio Techical C*	1,164	1,136	512
Central St U*	1,290	1,230	1,011
Chatfield C	1,950	2,100	
Cincinnati Bible Sem	3,984	2,126	
Cincinnati C of Mortuary Sci	3,480	3,580	
Cincinnati Tech C	1,212	990	450
Circleville Bible C	2,500	2,820	
Clark Technical C	765	1,251	1,125
Cleveland Inst of Art	4,650	5,200	
Cleveland Inst of Music	6,865	7,435	
Cleveland St U	1,635	1,635	1,635
College of Wooster	7,335	7,930	
Columbus C Art & Design	4,540	4,970	
Columbus Tech Inst	1,008	1,008	990
Cuyahoga CC			
Eastern Campus	810	810	900
Metropolitan	810	810	900
Western	810	810	900
Davis JC of Bus*	2,928	3,072	
Defiance C	4,400	4,730	
Denison U	7,530	8,110	
DeVry Inst of Tech	3,188	3,500	
Dyke C	2,850	3,325	
Edison St CC	945	945	855
Electronic Tech Inst	3,160	3,300	
Findlay C	4,785	5,055	
Franklin U	2,430	2,560	
Heidelberg C	6,230	6,930	
Hiram C	6,659	7,481	
Hocking Technical C*	960	960	960
ITT Technical Inst	4,500	5,150	
Youngstown C of Bus & Prof Drafting	2,998	4,004	
Jefferson Tech C	585	675	630
John Carroll U	4,352	4,768	
Kent St U	1,872	2,016	1,400
Ashtabula	1,559	1,652	1,400
East Liverpool	1,559	1,652	1,400
Salem	1,559	1,652	1,400
Stark	1,559	1,652	1,400
Trumbull	1,559	1,652	1,400
Tuscarawas	1,559	1,652	1,400
Kenyon C	7,905	8,583	
Kettering C of Med Arts	2,200	2,430	
Lakeland CC	945	1,192	1,320
Lorain County CC	1,013	1,013	1,845
Lourdes C	2,000	2,290	
Malone C	4,523	4,590	
Marietta C	6,500	7,200	
Marion Tech C	1,044	1,116	1,548
Miami U			
Hamilton	1,865	1,865	2,150
Middletown	1,865	1,865	2,150
Oxford	2,220	2,385	2,150
Miami-Jacobs JC of Business	2,510	2,510	
Mount Saint Joseph on the Ohio	3,850	4,280	
Mount Union C	6,630	7,160	
Mt Vernon Nazarene C	3,309	3,576	
Muskingum Area Tech C	900	999	1,050
Muskingum C	6,030	6,550	
Northwest Tech C	1,296	1,080	990
Northwestern Business C & Tech Center	3,050	1,670	
Notre Dame C of Ohio	3,500	3,850	
Oberlin C	8,640	9,440	
Ohio Dominican C	4,390	4,610	
Ohio Northern U	5,040	5,415	
Ohio U	1,782	1,917	1,941
Belmont County	1,410	1,545	1,941
Chillicothe	1,410	1,545	1,941
Lancaster	1,410	1,545	1,941
Zanesville	1,410	1,545	1,941
Ohio Wesleyan U	6,785	7,130	
Otterbein C	6,009	6,309	
Owens Tech C	936	936	840
Pontifical C Josephinum	2,350	2,350	
Rabbinical C of Telshe*	1,600	2,000	
Rio Grande C and CC	900	1,107	2,121
Shawnee St CC	990	990	75
Sinclair CC*	990	990	630
Southern Ohio C	2,565	2,835	
Stark Technical C	1,170	1,235	900
Terra Technical C	945	1,496	1,218
Tiffin U	2,740	3,100	
U of Akron	1,560	1,650	2,016
Wayne Gen & Tech C	1,560	1,650	1,890
U of Dayton	4,330	4,760	
U of Steubenville	4,420	4,620	
U of Toledo	1,512	1,512	1,917
Urbana C	3,552	4,612	
Virginia Marti Fashion Inst	4,365	4,609	
Walsh C	3,560	3,634	
Washington Technical C	990	990	720
West Side Inst of Tech	3,020	4,060	
Wilberforce U	3,440	3,800	
Wilmington C	4,935	5,385	
Wittenberg U	7131	7,826	
Wright St U	1,623	1,623	1,623
Western Ohio Branch	1,449	1,449	1,623
Xavier U	4,600	5,080	
Youngstown St U	1,195	1,335	975

OKLAHOMA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Bacone C	1,794	1,794	
Bartlesville Wesleyan C	3,170	3,600	
Bethany Nazarene C	2,816	2,986	
Cameron U	500	600	981
Carl Albert JC*	400	400	
Central St U	550	580	981
Connors St C	420	446	809
East Central Okla St U	550	574	981
Eastern Oklahoma St C	414	461	809
El Reno JC	400	450	809
Flaming Rainbow U	2,660	2,710	
Hillsdale Free Will Baptist C	1,475	1,575	
Langston U*	617	700	981
Murray St C	414	475	704
NE Okla Ag & Mech C	356	416	809
Northeastern Okla St U	537	579	981
Northern Oklahoma C	384	416	809
Northwestern Okla St U	600	588	981
Oklahoma Baptist U	2,646	2,745	100
Okla C of Bus & Tech	2,655	2,925	
Oklahoma Christian C	2,500	2,620	
Oklahoma City U	2,950	3,282	
Okla Panhandle St U	525	659	981
Oklahoma St U	771	779	1,506
Oklahoma St U Tech Inst	648	707	1,506
Oral Roberts U	3,680	3,880	
Oscar Rose JC	367	354	809
Phillips U	3,144	3,846	
Rogers St C	429	491	981
Saint Gregory's C	2,175	2,325	
Sayre JC	450	431	809
Seminole JC	427	461	809
South Oklahoma City JC	362	446	809
Southeastern Okla St U	566	589	1,560
SW C of Christian Ministries	1,500	1,950	
Southwestern Okla St U	570	564	981
Spartan School of Aeronautics	4,115	5,860	
Tulsa JC	429	431	809
U of Oklahoma	746	868	1,506
Health Sci Center	705	806	1,746
U of Sci & Arts of Okla	557	564	981
U of Tulsa	3,770	4,270	
Western Oklahoma St C	417	431	809

OREGON

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Bassist C	4,350	5,050	
Central Oregon CC	540	540	2,412
Chemeketa CC	600	600	1,650
Clackamas CC	600	600	1,590
Clatsop CC	576	576	1,656
Columbia Christian C	3,402	3,691	
Concordia C	4,090	4,600	
Eastern Oregon St C	1,338	1,374	
Eugene Bible C	2,010	2,265	
George Fox C	5,145	5,380	
Judson Baptist C	3,900	4,500	
Lane CC	600	603	1,881
Lewis & Clark C	7,008	7,569	
Linfield C	5,660	6,080	
Linn-Benton CC	612	648	2,052
Marylhurst C for Lifelong Learning	4,275	4,725	
Mount Angel Seminary	2,415	2,315	
Mount Hood CC	615	645	2,595
Multnomah Sch of the Bible	3,280	3,480	
Northwest Christian C	3,606	3,805	
Oregon Inst of Technology*	1,400	1,425	2,601
Oregon Polytech Inst	2,730	3,373	
Oregon St U	1,410	1,410	2,625
Pacific NW C of Art	3,700	3,900	
Pacific U	5,755	6,105	
Portland CC	540	567	1,323
Reed C	7,520	8,290	
Rogue CC	576	576	1,728
Southern Oregon St C	1,422	1,422	2,250
Southwestern Oregon CC	600	600	1,200
Treasure Valley CC	660	660	660
Umpqua CC	660	693	2,493
U of Portland	5,381	5,832	
Warner Pacific C	4,590	4,625	
Western Baptist C	3,873	3,945	
Western Oregon St C	1,395	1,391	
Willamette U	6,020	6,410	

PENNSYLVANIA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Acad of the New Church	1,740	1,950	
Albright C	6,295	6,820	
Allegheny C	6,480	7,050	
Allentown C of Saint Francis de Sales	4,400	4,670	
Alliance C	3,290	3,390	
Alvernia C	2,520	3,040	
American Inst of Drafting	3,800	4,300	
Antioch U Philadelphia	3,700	3,750	
Antonelli Inst of Art & Photography	3,570	3,700	
Art Inst of Pittsburgh	3,906	4,230	
Baptist Bible C	3,515	3,860	
Beaver C	5,920	6,320	
Berean Inst	1,300	1,300	
Bryn Mawr C	8,480	9,110	
Bucknell U	8,330	9,115	
Bucks County CC	1,032	1,172	2,016
Butler County CC	1,044	1,050	2,400
Cabrini C	4,440	4,750	
Carlow C	5,310	5,740	
Carnegie-Mellon U	7,550	8,450	
Cedar Crest C	5,600	6,600	
Center for Degree Studies	1,600	1,600	
Central Pa Business Sch	2,595	2,715	
Chatham C	6,030	6,490	
Chestnut Hill C	3,450	3,900	
College Misericordia	3,800	4,050	
CC of Allegheny Co	926	926	1,450
CC of Beaver County	1,070	1,070	2,580
CC of Philadelphia	946	946	1,824
Combs C of Music	3,720	4,120	
Curtis Inst of Music	125	125	
Dean Inst of Tech	3,240	3,240	
Delaware County CC	750	750	720
Delaware Valley C of Sci & Ag*	4,600	5,000	
Dickinson C	7,640	8,240	
Drexel U	5,225	5,630	
Duquesne U	5,130	5,430	
Eastern C	5,230	5,570	
Electronic Inst	3,650	4,320	
Harrisburg	3,700	4,420	
Elizabethtown C	5,395	6,085	
Erie Business Center	2,600	2,905	
Franklin & Marshall C	7,530	8,160	
Gannon U	3,820	4,420	
Geneva C	4,420	4,680	
Gettysburg C	7,060	7,740	
Gratz C	550	605	
Grove City C	2,880	3,060	
Gwynedd-Mercy C	4,250	4,250	
Hahnemann U Sch of Allied Health Professions	4,350	4,170	
Harcum JC	3,630	3,930	
Harrisburg Area CC	708	768	1,600
Haverford C	8,740	9,345	
Holy Family C	3,600	3,700	
Hussian School of Art	2,700	3,210	
Immaculata C	3,467	3,760	
Johnson Sch of Tech	1,795	2,045	
Juniata C	5,985	6,600	
Keystone JC	3,966	4,150	
King's C	4,500	4,850	
La Roche C	3,425	3,800	
La Salle C	4,540	4,990	
Lackawanna JC	2,550	2,730	
Lafayette C	7,725	8,350	
Lancaster Bible C	3,525	3,926	
Lebanon Valley C	5,360	6,050	
Lehigh County CC	1,040	1,040	2,460
Lehigh U	8,000	8,750	
Lincoln Tech Inst	—	3,440	
Lincoln U	1,730	1,730	800
Luzerne County CC	1,058	1,058	1,980
Lycoming C	5,580	6,200	
Lyons Technical Institute	3,400	3,700	
Manor JC	3,250	3,480	
Marywood C	3,150	3,560	
McCarrie Sch of Health Sci & Tech	4,200	4,200	
Mercyhurst C	4,773	5,150	
Messiah C	4,460	4,810	
Montgomery County CC	1,042	944	1,980
Moore C of Art	5,575	6,200	
Moravian C	6,275	6,875	
Mount Aloysius JC	4,190	4,440	
Muhlenberg C	6,585	7,385	
Neumann C	3,664	4,000	
New School of Music	4,355	4,665	
Northampton Co Area CC	1,200	1,200	2,580
NE Christian JC	3,040	3,608	
Peirce JC	3,400	3,600	
Penn Inst of Tech	3,980	4,175	
Penn Technical Inst	3,050	3,300	
Pennco Tech	3,217	3,267	
Philadelphia C of Art	6,415	6,600	
Philadelphia C of Bible	3,682	3,682	
Philadelphia C of Performing Arts*	5,720	6,000	
Philadelphia C of Pharmacy & Science	5,025	5,425	
Philadelphia C of Textiles & Science	4,400	4,900	
Pinebrook JC	3,425	3,265	
Pittsburgh Tech Inst	4,225	4,325	
Point Park C	4,335	4,762	
Reading Area CC	1,050	1,110	2,160
Robert Morris C	2,880	2,880	
Rosemont C	5,110	5,375	
Saint Francis C	4,534	4,912	
Saint Joseph's U	4,680	4,940	
Saint Vincent C	4,546	5,035	
Seton Hill College	4,650	5,430	
Spring Garden C	4,350	4,700	
Susquehanna U	5,815	6,395	
Swarthmore C	8,430	9,050	
Talmudical Yeshiva of Philadelphia	2,030	2,030	
Temple U	2,850	2,940	2,184
Thiel C	5,200	5,710	
Thomas Jefferson U C of Allied Health Sci	6,200	6,800	
Tracey-Warner Sch	2,335	2,335	
Triangle Inst of Tech			
Erie Center	3,370	3,738	
Greensburg	3,445	3,696	
Triangle Inst of Tech*	3,127	3,698	
United Wesleyan C	3,540	3,790	
U of Penn	8,880	9,600	
U of Pittsburgh	2,528	2,758	2,650
Bradford	2,530	2,760	2,650
Greensburg	2,360	2,640	2,610
Johnstown	2,500	2,730	2,650
Titusville	2,340	2,560	2,480
U of Scranton	3,920	4,280	
Ursinus C	5,605	6,030	
Valley Forge Christian C	2,275	2,275	
Valley Forge Military JC	5,010	4,385	
Villa Maria C	4,500	4,875	
Villanova U	5,600	5,990	
Washington & Jefferson C	6,670	7,230	
Waynesburg C	5,010	5,360	
Westminster C	5,500	5,760	
Westmoreland Co CC	844	844	1,752
Widener U	5,760	6,200	
Wilkes C	5,100	5,300	
Williamsport Area CC	1,122	1,133	2,647
Wilson C	6,072	6,676	
York C of Penn	2,964	3,112	

RHODE ISLAND

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Barrington C	5,715	6,200	
Brown U	9,405	10,210	
Bryant C	4,175	4,525	
CC of Rhode Island*	690	740	
Johnson & Wales C	4,230	4,695	
New England Inst of Tech	4,495	4,665	
Providence C	5,867	6,373	
Rhode Island C	1,075	1,212	2,332
Rhode Island School of Design	7,570	8,150	
Roger Williams C	5,142	5,556	
Salve Regina-Newport C	5,350	5,860	
U of Rhode Island	1,738	1,816	3,476

SOUTH CAROLINA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Allen U*	2,810	2,810	
Anderson C	2,810	3,080	
Bob Jones U	1,998	2,378	
Central Wesleyan C	3,990	4,180	

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	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
The Citadel	3,371	4,105	1,972
Coker C	4,315	4,680	
Columbia Bible C	2,860	3,055	
Columbia C	4,200	4,800	
Columbia JC of Business	1,450	1,785	
Converse C	4,575	5,000	
Denmark Technical C*	465	525	250
Erskine C	4,480	4,905	
Furman U	4,828	5,372	
Greenville Tech C*	540	465	398
Limestone C	4,300	4,960	
Medical U of SC	1,400	3,300	
Midlands Tech C	600	750	750
Morris C	2,548	2,722	
Nielsen Electronics Inst	1,701	1,701	
North Greenville C	2,690	2,950	
Orangeburg Calhoun Tech C	530	495	249
Piedmont Technical C*	555	525	255
Presbyterian C	4,580	4,920	
Rutledge C			
Columbia	1,840	1,764	
Spartanburg	1,512	1,908	
Spartanburg Methodist C	2,600	2,900	
Spartanburg Technical C	405	405	405
Sumter Area Tech C	540	540	108
Tri-County Tech C	480	525	525
Voorhees C	2,562	2,742	
Williamsburg Tech C	375	375	
Wofford C	4,595	4,880	

SOUTH DAKOTA

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Augustana C	5,220	5,795	
Black Hills St C	1,194	1,203	990
CC of the N Central U Center	2,422	2,930	
Dakota St C	1,120	1,241	988
Dakota Wesleyan U	3,530	3,850	
Freeman JC	3,100	3,100	
Mount Marty C	3,925	4,100	
National C	4,250	4,250	
Northern St C	1,086	1,156	990
Oglala Sioux CC	600	645	
Presentation C	3,380	3,765	
Sinte Gleska C	720	720	
Sioux Falls C	3,900	4,250	
Dakota Sch of Mines & Tech	1,157	1,170	1,170
South Dakota St U	1,131	1,244	841
U of South Dakota	1,250	1,244	1,185
Yankton C	4,240	4,660	

TENNESSEE

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
American Baptist C of ABT Sem	1,500	1,500	
Aquinas JC	1,800	2,030	
Belmont C	2,700	2,900	
Bethel C	2,400	2,640	
Bryan C	3,300	3,650	
Carson-Newman C	3,308	3,508	100
Christian Bros C	3,666	3,980	
Cooper Inst	2,155	2,065	
Cumberland C of Tenn	2,700	2,900	
David Lipscomb C	2,742	2,982	
Draughon's JC of Business Knoxville	2,205	2,430	
Edmondson JC*	2,050	2,075	
Fisk U	4,200	4,200	
Free Will Bapt Bible C	1,788	1,908	
Freed-Hardeman C	2,850	2,980	
Graham Bible C	1,500	1,930	
Hiwassee C	1,995	2,124	
John A Gupton C	2,175	2,395	
Johnson Bible C	1,600	1,760	
King C	3,620	3,890	
Knoxville Bus C	2,160	1,768	
Knoxville C	3,096	3,402	
Lambuth C	3,520	3,770	
LeMoyne-Owen C	2,470	2,700	
Lee C	2,461	2,600	
Lincoln Memorial U	2,280	2,505	
Martin C	2,200	2,500	
Maryville C	4,385	4,385	
McKenzie C	2,485	2,544	
Memphis Acad of Arts	3,100	4,100	
Mid-South Bible C	2,498	2,594	
Milligan C	3,598	4,000	
O'More School of Design	3,500	3,700	
Rhodes C	5,670	6,330	
Southern C of Seventh-Day Adventists	4,540	4,840	
Tenn Inst of Electronics	3,945	3,945	
Tennessee Temple U	2,182	2,370	
Tennessee Wesleyan C	3,000	3,450	
Tomlinson C	2,080	2,480	
Trevecca Nazarene C	3,030	3,330	
Tusculum C	3,640	3,860	
Union U	2,450	2,450	
U of the South	7,185	7,785	
U of Tennessee			
Center for Health Sci	777	951	2,007
Chattanooga	786	882	1,968
Knoxville	867	999	1,974
Martin	846	948	1,974
Vanderbilt U	7,100	7,825	

TEXAS

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
Abilene Christian U	2,820	2,970	
Alvin CC	144	144	370
Amarillo C	255	265	484
Amber U	2,550	2,700	
American Tech U	2,128	2,128	
Angelina C	252	252	280
Angelo St U*	424	420	1,080
Arlington Baptist C	1,515	1,515	
Austin C	4,635	5,140	
Austin CC	510	558	810
Bauder Fashion C	3,710	4,110	
Baylor C of Dentistry*	750	1,200	
Baylor U	3,095	3,366	
Bee County C	222	222	1,080
Blinn C	460	446	1,080
Brazosport C	186	186	390
Brookhaven C	240	300	1,490
Cedar Valley C	204	300	
Central Texas C	280	256	434
Cisco JC	430	430	320
Clarendon C	250	250	280
C of the Mainland	135	135	300
Concordia Lutheran C	2,400	2,650	
Cooke County C	295	295	390
Corpus Christi St U	384	420	1,080
Dallas Baptist C*	2,840	3,150	
Dallas Bible C	2,508	2,524	
Dallas Christian C	1,686	1,750	
Del Mar C	230	290	230
DeVry Inst of Tech	3,300	3,500	
East Texas Baptist U	2,610	2,730	
East Texas St U	450	510	1,080
East Texas St U at Texarkana*	300	350	1,080
Eastfield C	240	300	1,490
El Centro C	240	300	1,490
El Paso County CC	316	316	908
Fashion & Art Inst of Dallas	3,150	3,750	
Frank Phillips C	620	620	220
Galveston C	120	120	280
Grayson County C	300	300	390
Hardin-Simmons U	2,950	3,140	
Henderson County JC	198	198	330
Hill JC	500	500	500
Houston Baptist U	3,348	4,980	
Houston CC	551	542	1,140
Howard C	250	250	250
Howard Payne U*	2,300	2,600	
Huston-Tillotson C	2,672	2,760	
Incarnate Word C	3,648	4,208	
Jacksonville C	1,560	1,700	
Jarvis Christian C	2,520	3,288	
Kilgore C	330	200	460
Lamar U	450	490	1,080
Laredo JC	124	307	387
Laredo St U	285	285	1,080
Lee C	192	192	280
LeTourneau C	3,796	4,558	
Lon Morris C	2,750	2,800	
Lubbock Christian C	3,025	3,090	
McLennan CC	240	240	432
McMurry C	2,750	3,090	
Midland C	340	340	500
Miss Wade's Fashion C	3,600	4,000	
Mountain View C	230	300	1,490
Navarro C	432	432	984
N Harris County C	173	173	
North Lake C	204	300	1,490
Odessa C	246	278	298
Our Lady of the Lake U	3,434	3,714	
Pan American U	360	360	1,080
Paris JC	350	350	270
Paul Quinn C	1,888	2,100	
Prairie View A&M U	475	518	1,080
Rice U	3,900	4,100	
Richland C	240	300	1,490
Saint Edward's U	3,370	3,370	
Saint Mary's U	3,900	4,260	
Sam Houston St U	460	460	1,080
San Antonio C	214	214	320
San Jacinto C			
Central Campus	170	220	405
North Campus	170	198	390
Schreiner C	3,690	4,065	
South Plains C	300	300	250
Southern Methodist U	6,316	6,880	
SW Adventist C	4,744	4,740	
SW Christian C	2,202	2,421	
SW Texas JC	306	306	960
Southwestern JC	1,820	1,987	
Southwestern U	4,300	4,900	
Stephen F Austin St U	450	450	1,080
Tarleton St U	480	480	1,080
Tarrant County JC	172	172	1,080
Texarkana CC	250	255	260
Texas A&I U	420	480	1,080
Texas A&M U	480	480	1,080
Texas A&M U—Continued			
Galveston	320	335	1,080
Texas Christian U	4,630	5,010	
Texas C	2,385	2,385	
Texas Lutheran C	3,000	3,225	
Texas Southern U	472	472	1,080
Texas Southmost C	305	356	933
Texas St Tech Inst			
Amarillo	362	378	435
Harlingen	352	392	720
Waco	362	362	720
Texas Tech U	460	462	1,080
Texas Wesleyan C	3,530	3,850	
Texas Woman's U*	390	452	1,080
Trinity U	4,680	5,490	
Tyler JC	120	120	740
U of Dallas	4,030	4,430	
U of Houston	440	440	1,080
Clear Lake City	400	476	1,080
Downtown C	420	490	1,080
Victoria	312	384	1,080
U of Mary Hardin-Baylor	2,550	2,850	
U of Saint Thomas	3,290	3,290	

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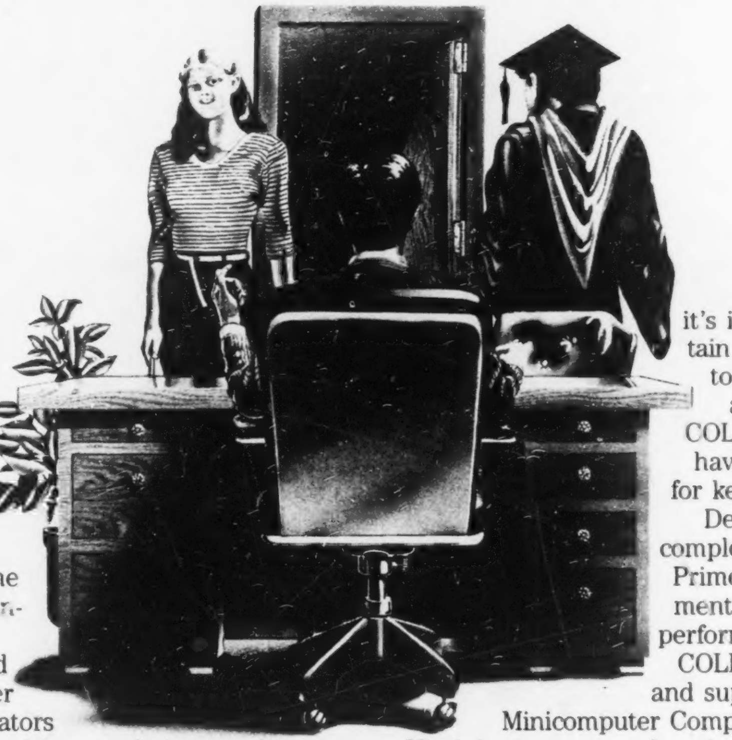

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Tuition and Fees

Continued from Preceding Page

	1983-84	1984-85	
	Tuition and fees	Tuition and fees	Added out-of-state tuition
TEXAS—Continued			
U of Texas			
Arlington	440	500	1,080
Austin	420	420	1,080
Dallas	450	450	1,080
El Paso	386	420	1,080
Health Sci Ctr, Dallas	240	240	1,080
Health Sci Ctr, Houston	220	220	630
Med Branch, Galveston	288	288	1,080
Permian Basin	370	370	1,080
San Antonio	450	450	1,080
Sch of Nursing at Galveston	262	262	
Tyler	420	420	1,080
Vernon Regional JC	327	327	1,080
Victoria C	150	150	370
Wayland Baptist U	2,220	4,700	
Weatherford C	200	200	300
West Texas St U	500	500	1,080
Western Texas C	250	320	280
Wiley C	2,430	2,750	
UTAH			
Brigham Young U	1,340	1,400	
C of Eastern Utah	699	729	1,146
Dixie C	696	717	1,143
LDS Business C	1,280	1,260	
Snow C	696	723	1,149
Southern Utah St C	597	852	1,423
Stevens Henager C*	2,502	2,730	
U of Utah	1,050	1,167	2,163
Utah St U*	915	1,002	1,818
Utah Tech C			
Provo	687	747	1,203
Salt Lake City	720	786	1,440
Weber St C	810	876	1,491
Westminster C	3,770	4,160	
VERMONT			
Bennington C	10,750	11,770	
Castleton St C	1,837	2,203	2,160
Champlain C	3,950	4,230	
C of Saint Joseph the Provider	4,040	4,330	
CC of Vermont	1,120	1,200	600
Green Mountain C	5,507	5,636	
Johnson St C	1,800	1,979	2,160
Lyndon St C	1,800	1,986	2,160
Marlboro C	7,730	8,345	
Saint Michael's C	5,991	6,370	
Sch for Intl Training	5,982	6,289	
Southern Vermont C	3,480	3,630	
Sterling C	5,200	5,500	
Trinity C	4,705	5,165	
Vermont Tech C	2,176	2,364	2,016
VIRGINIA			
Averett C	3,550	3,850	
Blue Ridge CC	611	690	2,284
Bluefield C	2,276	2,550	
Bridgewater C	4,315	4,900	
Central Virginia CC	608	686	2,284
Christopher Newport C	1,370	1,460	930
C of William & Mary	1,776	2,000	3,420
VIRGINIA—Continued			
C of William & Mary—Continued			
Richard Bland C	830	980	1,470
Dabney Lancaster CC	617	698	2,284
Danville CC	608	690	2,284
Eastern Mennonite C	4,356	4,820	
Eastern Shore CC	608	695	2,284
Emory & Henry C	3,585	3,936	
Ferrum C	3,950	4,230	
George Mason U	1,380	1,512	1,416
Germanna CC	614	692	2,284
Hampden-Sydney C	6,520	7,050	
Hampton Inst	3,430	3,740	
Hollins C	6,575	7,190	
J S Reynolds CC	612	690	2,284
James Madison U	1,660	2,006	1,320
John Tyler CC	608	686	2,284
Liberty Baptist C	2,270	2,800	
Longwood C	1,615	2,058	1,225
Lord Fairfax CC	623	686	
Lynchburg C	5,350	5,950	
Mary Baldwin C	5,250	5,650	
Mary Washington C	1,198	1,326	1,570
Marymount C	4,600	5,100	
Mountain Empire CC	608	686	2,284
National Business C	2,880	2,880	
New River CC	631	709	2,284
Norfolk St U	923	1,090	820
Northern Virginia CC	608	686	2,284
Old Dominion U	1,236	1,504	1,296
Patrick Henry CC	608	692	2,284
Paul D Camp CC	608	686	2,284
Piedmont Va CC	608	686	2,284
Randolph-Macon C	5,500	6,000	
Randolph-Macon Woman's C	6,580	7,080	
Rappahannock CC	608	695	2,284
Roanoke C	5,200	5,650	
Saint Paul's C	2,950	2,945	
Shenandoah C and Conservatory of Music	5,000	5,350	
Southern Seminary JC	4,685	4,850	
Southside Virginia CC	608	690	2,284
SW Virginia CC	613	691	2,284
Sweet Briar C	7,280	7,850	
Thomas Nelson CC	608	686	2,284
Tidewater CC	608	686	2,234
U of Richmond	6,120	6,750	
U of Virginia	1,570	1,846	2,510
Clinch Valley C	1,104	1,200	648
Va Commonwealth U	1,448	1,648	1,770
Va Highlands CC	608	686	2,284
Virginia Intermont C	3,540	3,865	
Virginia Military Inst	2,445	2,730	2,320
Va Poly Inst & St U	1,401	1,812	1,830
Virginia St U	1,430	1,455	1,070
Virginia Union U	3,240	3,590	
Virginia Wesleyan C	4,390	4,750	
Virginia Western CC	608	608	2,003
Washington & Lee U	5,870	6,615	
Wytheville CC	613	691	2,284
WASHINGTON			
Bellevue CC	579	581	1,704
Big Bend CC	580	581	1,704
Central Washington U	1,017	1,017	2,469
WASHINGTON—Continued			
Centralia C	585	581	1,704
City U*	2,925	3,000	
Clark C	579	581	1,704
Columbia Basin C	581	581	1,704
Cornish Inst	4,500	5,260	
E Washington U	1,017	1,017	2,469
Edmonds CC	587	587	1,704
Everett CC	579	581	1,704
Evergreen St C	1,017	1,017	2,469
Fort Steilacoom CC	573	573	1,704
Gonzaga U	5,300	5,900	
Grays Harbor C	579	579	1,704
Green River CC	579	581	1,704
Griffin C	3,633	3,933	
Heritage C	2,300	2,400	
Highline CC	581	581	1,704
Lower Columbia C	573	573	1,704
Lutheran Bible Inst of Seattle	2,708	2,708	
North Seattle CC	566	560	1,704
Northwest C	3,208	3,404	
Olympic C	581	581	1,704
Olympia Tech CC	579	580	1,704
Pacific Lutheran U	5,310	5,950	
Peninsula C	573	567	1,704
Puget Sound C of the Bible	2,250	2,412	
Saint Martin's C	5,110	5,610	
Seattle Central CC	560	560	1,704
Seattle Pacific U	4,845	5,427	
Seattle U	5,085	5,625	
Shoreline CC	570	570	1,704
Skagit Valley C	580	580	1,704
Spokane CC	573	573	1,704
Spokane Falls CC	573	573	1,704
Tacoma CC	579	573	1,704
U of Puget Sound	5,950	6,330	
U of Washington	1,302	1,302	2,316
Walla Walla C	5,424	5,706	
Walla Walla CC	579	581	1,704
Washington St U	1,305	1,308	2,316
Wenatchee Valley C	581	581	1,704
Western Washington U	1,017	1,017	2,469
Whatcom CC	560	560	1,704
Whitman C	6,380	6,830	
Whitworth C	5,590	6,155	
Yakima Valley CC	581	581	1,704
WEST VIRGINIA			
Alderson Broaddus C	4,436	5,054	
Appalachian Bible C	2,300	2,420	
Beckley C	960	1,032	
Bethany C	5,910	6,570	
Bluefield State C	750	800	1,400
Concord C	754	800	1,400
Davis & Elkins C	4,808	5,161	
Fairmont St C	754	800	1,400
Glenville St C	754	800	1,400
Huntington JC of Business	910	2,160	
Marshall U	847	922	1,590
National Inst of Tech	3,132	3,450	
Ohio Valley C	2,440	2,790	
Parkersburg CC	520	520	1,320
Salem C	4,188	4,590	
Clarksburg	3,710	4,690	
Shepherd C	746	800	1,400
Southern West Va CC			
Logan	520	520	1,320
Williamson	520	520	1,320
WEST VIRGINIA—Continued			
U of Charleston	3,498	4,050	
West Liberty St C	754	800	1,400
West Virginia Inst of Tech	754	800	1,400
West Virginia Northern CC	520	520	1,320
West Virginia St C	762	800	1,400
West Virginia U	1,090	1,160	1,980
Potomac St C	760	800	1,400
West Va Wesleyan C	4,320	4,850	
Wheeling C	4,730	5,120	
WISCONSIN			
Alverno C	4,116	4,462	
Beloit C	7,056	7,442	
Blackhawk Tech Inst	610	700	2,679
Cardinal Stritch C	3,990	4,300	
Carroll C	6,080	6,530	
Carthage C	4,957	5,517	
Concordia C	3,650	4,000	
District One Tech Inst	600	660	2,679
Edgewood C	3,800	4,200	
Gateway Tech Inst	489	582	2,679
Holy Redeemer C	2,485	2,645	
Lakeland C	4,455	5,060	
Lakeshore Tech Inst	610	662	2,679
Lawrence U	7,176	7,716	
Madison Area Tech C	540	605	2,679
Madison Business C	2,160	2,250	
Marian C Fond Du Lac	3,850	4,110	
Marquette U	4,855	5,245	
Mid-State Tech Inst	584	700	2,679
Milwaukee Area Tech C	667	609	2,679
Milwaukee Inst of Art & Design	2,900	3,300	
Milwaukee Sch of Engr	5,160	5,670	
Moraine Park Tech Inst	610	670	2,679
Mount Mary C	3,935	4,240	
Mount Senario C	3,700	3,700	
Nicolet C & Tech Inst	834	589	2,679
N Central Tech Inst	610	650	2,679
NE Wisconsin Tech Inst	585	700	2,679
Northland C	4,835	5,100	
Ripon C	6,632	7,394	
Saint Norbert C	4,835	5,270	
Silver Lake C	3,600	4,000	
SW Wisconsin Voc-Tech Inst	522	700	2,679
Stratton C	3,750	3,750	
U of Wisconsin			
Eau Claire*	1,103	1,210	2,250
Green Bay*	1,073	1,170	2,482
La Crosse*	1,117	1,213	2,482
Madison*	1,199	1,278	2,912
Milwaukee*	1,236	1,336	2,912
Oshkosh*	1,077	1,170	2,482
Parkside*	1,039	1,144	2,482
Platteville*	1,117	1,227	2,482
River Falls*	1,110	1,205	2,482
Stevens Point*	1,050	1,240	2,482
Stout*	1,111	1,216	2,482
Superior*	1,068	1,164	2,482
Whitewater*	1,090	1,197	2,482
U of Wisconsin Centers			
Baraboo/Sauk Co*	924	953	2,303
Barron Co*	976	1,008	2,303
Fond du Lac*	929	962	2,303
Fox Valley*	913	945	2,303
Manitowoc Co*	911	949	2,303
Marathon Co*	922	951	2,303
WISCONSIN—Continued			
U of Wisconsin Centers—Continued			
Marinette Co*	930	963	2,303
Marshfield/Wood Co*	932	965	2,303
Richland*	988	1,023	2,303
Rock Co*	918	950	2,303
Sheboygan Co*	919	948	2,303
Washington Co*	927	956	2,303
Waukesha*	918	945	2,303
Viterbo C	4,074	4,490	
Waukesha County Tech Inst	530	612	2,679
W Wisconsin Tech Inst	459	582	2,679
Wisconsin Conservatory of Music*	4,580	4,600	
Wis IndianheadVoc-Tech & Adult Ed District	610	700	2,679
Wisconsin Lutheran C	4,240	4,440	
Wis Sch Electronics	3,780	4,035	
WYOMING			
Casper C	380	414	986
Central Wyoming C	384	432	
E Wyoming C	330	360	270
Laramie County CC	413	445	792
Northwest CC	432	460	400
Sheridan C	440	440	702
U of Wyoming	616	716	1,510
W Wyoming CC	347	400	80
PUERTO RICO			
American C	1,500	1,500	
Antillian C	1,882	1,770	
Bayamon Central U	1,500	1,500	
Caribbean University C	1,425	1,425	
Catholic U of Puerto Rico	1,648	1,651	
Colegio U Metropolitano	1,250	1,550	
Conservatory of Music	210	210	
Electronic Data Processing C	1,455	1,665	
Instituto Comercial de Puerto Rico JC	1,575	1,800	
Instituto Tecnico Comercial JC	1,180	1,280	
Inter American U			
Metro	1,600	1,650	
Regional Colleges	1,425	1,650	
San German	1,573	1,573	
Intl Inst of the Americas of World U	1,980	2,280	
Puerto Rico JC	1,350	1,500	
Ramirez C Business and Tech	2,001	2,101	
Tech C of Municipality of San Juan	620	620	
Turabo U	1,554	1,554	
U Politecnica de Puerto Rico	1,825	2,025	
University of Puerto Rico			
Aguadilla Reg C	—	383	
Arecibo Tech U C	—	377	
Bayamon Tech U C	—	377	
Carolina Reg C	—	397	
Cayey U C	—	527	
Humacao U C	—	533	
La Montana Reg C	—	377	
Mayaguez	—	527	
Med Sci	—	610	
Ponce Tech U C	—	377	
Rio Piedras	—	527	

NOTES ON COMPUTERS

Politics and Phone Systems; 'Psychological Access' to Computers

Costs and logistics are not the only important considerations for a college or university that is considering the installation of its own phone system, says Peter Roll, special assistant to the vice-president for academic affairs at the University of Minnesota.

Mr. Roll, who has just overseen the decision to start what will be, in effect, a phone company at the university, outlined the process at the 15th annual Seminar for Academic Computing Services, held this month in Snowmass, Colo.

Politics, he said, is one of the most important considerations.

Before a college or university gets too deeply into the decision-making process, it should answer the following questions:

▶ How big a customer of the local telephone company are you? If you are not a major customer, you may be able to forge ahead without answering the next questions. Minnesota, Mr. Roll said, accounted for a hefty part of the local phone company's billings, and its decision had a great impact on that company.

▶ How nasty is the local telephone company?

▶ Who is on your governing board, and what relation do your governors bear to the telephone industry or the local telephone company? In other words, who might bring pressure on you?

▶ What is the state of your labor relations? The Communications Workers of America (A.F.L.-C.I.O.), the union of A.T.&T. workers, has become more feisty, now that A.T.&T. is no longer in a position to guarantee jobs. Opposing them is the International Brotherhood of Electrical Workers (A.F.L.-C.I.O.). Its members, who earn higher wages than members of the C.W.A., install non-A.T.&T. phone systems.

▶ What are the state and local issues? Beware the "little old lady" issue, Mr. Roll said. Because the pullout of a big customer causes rates to go up for everyone else, public-interest groups or a public-utility commission might protest that poor and elderly people would have to pay more—with the university looking like the heavy.

All institutions will soon have to replace their phone systems, he said, because computer communications are not efficient on older systems.

■

"Psychological access" to computers is as important as physical access, said Richard L. Van Horn, chancellor of the University of Houston and keynote speaker at the seminar.

Many computers are too hard to use, Mr. Van Horn said. He argued that students should not have to take computer-literacy courses or computer-applications courses to use a computer effectively in their disciplines.

He called instead for a "computer-intensive environment," where students can learn from other students how to apply the computer to increase their "intellectual productivity."

Programming courses received his particular scorn. "The evidence at this point is that teaching students programming makes nerds out of a few of them and turns off the large majority of them," Mr. Van Horn said.

"Programming shows how little power the computer has. You spend 16 to 100 hours to write a program that runs in 10 seconds and does something you could have done yourself with little trouble."

Instead of teaching programming, or even writing special "courseware" for classes, Mr. Van Horn recommended that students be given general-purpose software—accounting, statistics, and word-processing programs, for instance. Faculty members would generate problems, and students would select the tools to solve them. That approach underlines the concept of independent learning, Mr. Van Horn said, and is applicable after the student graduates.

■

The best way to get top administrators to support increased security for an institution's computer system is to tell them the budget and payroll are in jeopardy, concluded one group at the conference.

While most violations of computer security do not in fact involve budget and payroll records, those files are as dear to the administration as the football team and are sure to get administrative attention, the computer-center directors said.

Most security problems on a campus can be traced to a refusal to follow accepted security practices, they said, suggesting that simple measures, such as locking the computer room, changing passwords regularly, using nonsense letters and numbers rather than easily guessed names or birthdates for passwords and not posting passwords on the terminal, would prevent a great number of computer-security breaches.

■

Bad education software has several causes, a panel at the seminar concluded:

▶ Software is a suppliers' market; the demand for education software is so great that almost anything can get published. At some point, however, the market will stabilize and publishers will be more selective.

▶ There is no mechanism for collaboration. Articles and textbooks are often written after consultation with many experts in the field, but writing software is usually a one-person endeavor.

▶ There is no review process for most education software. Journal editors and textbook publishers have established review panels of experts in the field, but software is rushed to the market without peer review.

▶ There is no reward on campus for writing education software. Textbooks and articles are considered in tenure and promotion decisions, but software is not. Therefore many of the better faculty members do not write software.

—JUDITH AXLER TURNER

An Electronic 'Soap Opera' and 'Hyper Media' Backed by $3-Million CPB Grant

By JUDITH AXLER TURNER

WASHINGTON

A $3-million grant to develop an electronic seminar to help scholars synthesize ideas, as well as an electronic "soap opera" to help students learn foreign languages, was announced this month by the Corporation for Public Broadcasting's Annenberg/CPB Project.

The grant will be shared—"approximately equally," according to Mara Mayor, the director of the Annenberg/CPB Project—by Brown University and the Massachusetts Institute of Technology.

Brown will use its share of the money to develop "Hyper Media," the software for a scholar's work-station project in the university's Institute for Research in Information and Scholarship. Hyper Media combines computer communications with access to a large data base.

"Computing on campus has meant, in general, using software written for the banking and insurance industries," said William S. Shipp, associate provost for computing at Brown University. "We are trying to develop software for scholars."

M.I.T. will use its grant to develop new approaches to teaching languages by computers. The foreign languages and literature section, working with the institute's artificial-intelligence laboratory, will create a computer alternative to the language lab, said Janet Horowitz Murray, the project director. The software will allow students to play roles in an electronic soap opera that combines language skills with cultural awareness.

Replacing the Language Lab

The Annenberg/CPB Project gives grants to explore the application of telecommunications and new technology to higher education.

"These projects," Ms. Mayor said, "will contribute to our understanding of how the potential power of the computer can be used for higher education."

Ms. Murray said the M.I.T. project would replace "the language lab that students dread and teachers are dissatisfied with."

The language program will initially be limited to text; interactive voice communications are not yet sophisticated enough to be applied to language instruction, said Robert C. Berwick, an assistant professor of computer science at M.I.T. who is working with Ms. Murray.

The program will resemble an adventure game in which the student plays a pivotal role. However, unlike the games available for microcomputers today, the M.I.T. game will have several characters played by the computer, each with a distinct personality. The characters will respond to the student's questions and statements with statements or questions of their own, in the language being studied.

'Nearly Right' Answers Accepted

The game will include not only language skills, but cultural awareness. Students will get points for their ability to function in a fictional Latin American country set up for the game. The game was developed originally as a classroom exercise by Douglas M. Morgenstern, a lecturer in Spanish at M.I.T., who is also involved in the project.

Artificial intelligence is being used to allow the computer to accept "nearly right" answers. The computer will, in effect, have to guess what the student means. This is one of the steps in learning a language from native speakers, Mr. Morganstern said, and useful if the goal is communication.

The language program will initially be written for German, French, Russian, and Spanish, plus English as a second language. Ms. Murray said it would be based on a computerized parsing program, and therefore will be easily adaptable for any combination of two languages.

Within five years M.I.T. plans to produce four semesters of computer-based exercises in each of the five languages. Those exercises will be made available to other colleges and universities.

Brown's Hyper Media program has already been tested in a poetry-criticism seminar, Mr. Shipp said.

In Hyper Media, a scholar analyzing a poem may choose to look up the meaning of a particular word, or may be reminded of another text or even a painting. Hyper Media allows the scholar to connect the word in the poem with the definition, the text, or the picture, thus leaving a trail of thought processes. Later scholars could build on the first scholar's work.

In addition, Mr. Shipp said, an instructor can leave questions for students, and can go back and review their work.

The scholar's work station blurs the distinction between software developed for classroom use and software developed for research, Mr. Shipp said. By allowing scholars to explain their reasoning graphically and textually, and letting other scholars comment on various aspects of it, new ideas may be generated.

The strength of the system is that it connects scholars to one another, as well as to an enormous data base.

"We are not just displaying text or pictures, but displaying models students can interact with and explore," Mr. Shipp said.

Languages

Continued from Page 1

30,386 last fall, an increase of 26.7 per cent.

Sharp increases were also reported in Japanese, up 40.2 per cent from 1980, and in Chinese, up 15.9 per cent.

The biggest losses were in Ancient Greek, down 13.7 per cent, and in Portuguese, down 9.13 per cent.

Following are the results of the association's survey in the 12 most commonly taught languages:

	1983	3-year change
Arabic	3,436	− 0.9%
Chinese	13,178	+ 15.9%
French	270,123	+ 8.8%
German	128,154	+ 1.0%
Greek, Ancient	19,078	−13.7%
Hebrew	18,199	− 6.3%
Italian	38,672	+ 11.2%
Japanese	16,127	+ 40.2%
Latin	24,224	− 3.2%
Portuguese	4,447	− 9.1%
Russian	30,386	+ 26.7%
Spanish	386,238	+ 1.8%
Other	13,751	+ 1.1%
Total	966,013	+ 4.5%

The W. K. Kellogg Foundation's
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Nominations and applications are now being accepted

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Battle Creek, Michigan 49016
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News Summary

Articles on inside pages

EVENTS IN ACADEME

A 28-page pull-out section, a calendar of events in academe this fall and winter, begins on Page 39.

Researchers attending the annual meeting of the American Psychological Association defended their work against attacks by animal-rights activists. Story on Page 5.

The quality of teacher training in the U.S. is at an all-time low, says a new report. Story on Page 19.

Enrollments of foreign students at American colleges and universities rose only slightly last year. Story and Fact-File on Page 21.

Most participants in T.I.A.A.-C.R.E.F. retirement plans are satisfied with the pension companies' performance, a polling organization has found. Story on Page 23.

A guide to selecting software and a list of new computer programs for higher education appear on Pages 26 and 27.

Rule violations are so rampant in big-time athletics that the National College Athletic Association is hard pressed to enforce them, its executive director says. Story on Page 29.

A campaign to win student and faculty support for Solidarity is expected when classes resume at Poland's universities. Story on Page 35.

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Many Campuses Report Shortage of Dorm Rooms

Students living in lounges, doubling and tripling up

By ELIZABETH GREENE

The growing popularity of dormitory living—and, in some cases, unanticipated increases in enrollment—have created severe housing shortages on many campuses as the fall semester begins.

At the University of Wisconsin at Madison, 4,000 requests for housing from prospective students were turned down for lack of space. Many of those students have probably chosen to attend other institutions, according to Lawrence E. Halle, associate housing director.

At the University of California, Davis, 500 freshmen were turned away from fall housing, in part because 300 more people showed up than had been expected, according to an official.

Waiting List at Oregon

At the University of Oregon, there is a waiting list for housing for the first time in four years. Marjory A. Ramey, the housing director, attributed the 236-person list in part to special-interest residence halls that were fully established three years ago. "They provide an atmosphere students really like," she said. Under the program, which houses 1,000, people can live in the same area with fellow students who share their special interests—creative arts, physical fitness, international studies, environmental studies, or more traditional academic pursuits.

The housing shortage is not universal. According to James C. Grimm, president of the College and University Housing Of-

Continued on Page 18, Column 1

'PROFESSOR OF THE YEAR'

PHOTOGRAPH FOR THE CHRONICLE BY R. J. CHU

Charles Pine of Rutgers University has been selected as 1984's outstanding college teacher. See story on Page 23.

Yankee-Style Institute of Business Survives Sandinista Revolt

By DEBRA BEACHY

MANAGUA, NICARAGUA

In Sandinista-ruled Nicaragua, where government leaders favor olive-green military fatigues and fiery speeches against "Yankee imperialism," some call the Central American Institute of Business Administration the last bastion of capitalism.

Nestled in lush hills on the outskirts of Managua, the institute, known by its acronym in Spanish, I.N.C.A.E., has genuine Yankee credentials. It was first proposed by U.S. President John F. Kennedy after a 1963 meeting of presidents of Central and North American countries.

With financial aid from the U.S. Agency for International Development and advice from the Harvard University business school, the institute opened in 1964 and

Continued on Page 38, Column 1

Sport Rule Will Bar Able Blacks, NCAA Study Says

Freshman test requirement is expected to be amended

By CHARLES S. FARRELL

WASHINGTON

A new rule requiring freshmen to achieve a minimum score on a standardized test before they could play intercollegiate sports would disqualify a large percentage of black athletes who eventually graduate, according to a study sponsored by the National Collegiate Athletic Association.

The findings of the study, released here last week, are likely to lead to alterations in the rule, which is scheduled to take effect in 1986. Gwendolyn Norrell, chairman of the N.C.A.A.'s special committee on academic research, said such changes would be necessary because "the results of the study indicate that if the requirements remain intact, a large portion of black students and a significant portion of white students will not be able to participate in college athletics."

The study, by Advanced Technology, Inc., was conducted in response to criticism of Proposition 48, a rule adopted by the N.C.A.A.'s top competitive division in January 1983.

Proposition 48 would tighten academic rules for college athletes by requiring them to have a 2.0 grade-point average in a high-school core curriculum of 11 courses, as well as a combined score of at least 700 on the Scholastic Aptitude Test or 15 on the American College Testing Program's examination, to be eligible to play as freshmen.

Now, prospective college athletes need

Continued on Page 31, Column 1

Problems of the Gifted Get Too Little Notice, Psychologists Say

By CHERYL M. FIELDS

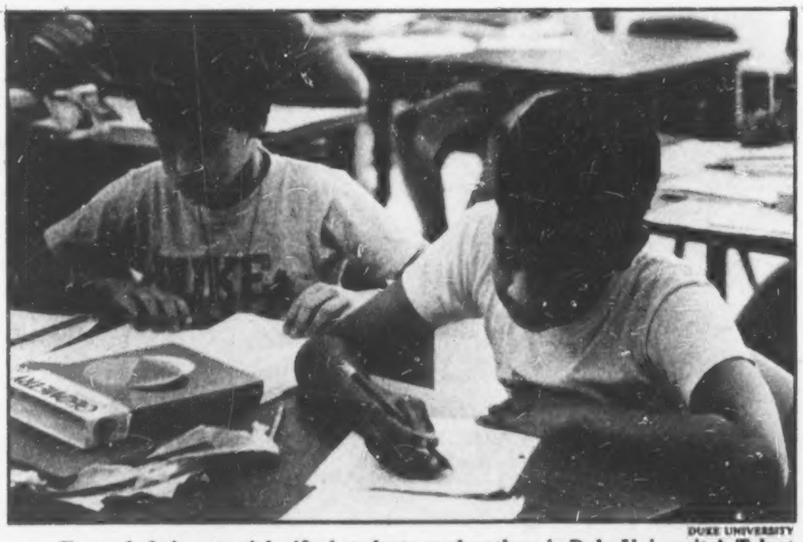
TORONTO

Intellectually gifted children and adults often suffer from emotional and career problems, say some psychologists, because little research or counseling is devoted to them, despite their potential contributions to society.

Isolation, depression, an over-emphasis on perfection, confused career goals, under-achievement, and suicide are among the dangers such people face. All are receiving too little attention from the profession, said several participants in a symposium at the annual meeting of the American Psychological Association here.

"The emotional needs of gifted children are seldom considered either during the training of psychologists or in their subsequent professional practice," asserted James T. Webb, assistant dean of the School of Professional Psychology at Wright State University. "In their train-

Continued on Page 8, Column 1



DUKE UNIVERSITY

To reach their potential, gifted students, such as these in Duke University's Talent Identification Program, need more help from researchers and counselors.

Foreign Students Coming to U.S. at Slower Rate

NEW YORK

Growth in foreign-student enrollment at colleges and universities in the United States slowed to a near standstill in 1983-84 after more than a decade of rapid expansion, the Institute of International Education will report this week.

In its annual census of foreign students, the institute found that American institutions enrolled 338,890 students from other countries last year, an increase of 0.6 per cent over 1982-83.

The census indicated that increases in the number of students from Far Eastern countries were almost offset by declines in enrollment of students from several other third-world regions.

The number of students from African countries fell 2.3 per cent to a total of 41,690, and the number from Latin America fell by 7.9 per cent to 52,350. The biggest regional decline was among students from the Middle East, down 9.8 per cent to a total of 60,660.

"Declines in foreign-student numbers from Africa, Latin America, and the Middle East are especially unfortunate at a time when the United States seeks to strengthen its traditional ties of friendship with developing nations," said Richard M. Krasno, president of the institute.

Iranians Drop to Second

The census indicated that for the first time since the mid 1970's, students from Iran did not make up the largest single national group among foreign students in the United States. In 1983-84, Taiwan was the leading country of origin, with a total of 21,960.

By 1980, the number of Iranian students had reached 51,310, an all-time high. However, the number has been declining steadily since then. Last year American institutions enrolled 20,060 Iranians, down 23.9 per cent from 1982-83 and down more than 60 per cent from the 1980 high.

In a report on its findings, the institute said that much of the growth in the late 1970's could be attributed to the "need of newly wealthy oil-producing nations for trained personnel." However, because of the worldwide economic recession in the early 1980's and because of a glut of oil on world markets, many of those countries have cut back on the number of students they send abroad.

Those problems have been especially severe for Nigeria, which sent 20,080 students to the United States in 1983-84, a 3-per-cent decline from the previous year.

Further declines in the number of Nigerians in the United States have been predicted for 1984-85 because of their problems in obtaining money from home to pay tuition and other college costs. Many colleges and universities now require that Nigerians pay all past debts before continuing.

While enrollment of students from Africa, Latin America, and the Middle East declined, the number from Asian countries increased last year to a total of 132,270—up 10.5 per cent.

There were sharp increases in the number of students from Singapore, up 31.3 per cent to a total of 3,230; China, up 30.7 per cent to 8,140; Malaysia, up 29 per cent to 18,150; South Korea, up 22 per cent to 13,860; and Indonesia, up 21.5 per cent to 6,110.

The 1983-84 census also found that:

► Seventy-five institutions enrolled more than 1,000 foreign students. The top five were Miami-Dade Community College, 4,388; University of Southern California, 3,752; University of Texas at Austin, 3,236; University of Wisconsin at Madison, 2,775; and Columbia University, 2,658.

► Twenty-three per cent of the foreign students were studying engineering, followed by 18.6 per cent in business and management and 9.1 per cent in mathematics and computer science.

► About 35 per cent of the students were enrolled in graduate programs, and 87 per cent of the total were at four-year colleges and universities.

► Two-thirds of the students paid their bills with their own money or with support from their families. Only 33,940 got support from their colleges or universities, and only 7,490 received U.S. government aid.

The final report—*Open Doors, 1983-84*—will be published before the end of 1984. Those wishing price and ordering information should send a stamped, self-addressed postcard to the Office of Communications, Institute of International Education, 809 United Nations Plaza, New York 10017.

—MALCOLM G. SCULLY

FACT-FILE

Foreign Students in U.S. Institutions, 1983-84

Institutions with Largest Enrollment

Rank	Institution	Number of foreign students	Proportion of total enrollment
1.	Miami-Dade Community College	4,388	10.5%
2.	University of Southern California	3,752	12.8%
3.	University of Texas, Austin	3,236	6.8%
4.	University of Wisconsin, Madison	2,775	6.9%
5.	Columbia University and Teachers College, and Barnard College	2,658	10.9%
6.	Southern Illinois University, Carbondale	2,598	11.1%
7.	George Washington University	2,548	18.6%
8.	Ohio State University, main campus	2,455	4.6%
9.	University of Michigan, Ann Arbor	2,445	7.1%
10.	Boston University	2,359	10.7%
11.	University of Minnesota, Minneapolis-St. Paul	2,356	4.3%
12.	University of Houston, University Park	2,287	7.4%
13.	North Texas State University	2,235	11.0%
14.	Louisiana State University, Baton Rouge	2,130	7.1%
15.	Massachusetts Institute of Technology	2,094	22.9%
16.	New York University	2,079	7.7%
17.	Indiana University, Bloomington	2,076	6.8%
18.	University of Southwestern Louisiana	2,069	12.7%
19.	University of California, Los Angeles	2,036	5.9%
20.	Oklahoma State University, main campus	2,009	9.3%
21.	University of Miami	2,007	18.1%
22.	Harvard University	1,977	12.3%
23.	Northeastern University	1,975	5.4%
24.	Howard University	1,968	17.0%
25.	Texas Southern University	1,932	18.1%
26.	State University of New York, Buffalo	1,878	7.1%
27.	Iowa State University	1,865	7.2%
28.	University of Pennsylvania	1,811	10.7%
29.	Stanford University	1,804	13.0%
30.	University of California, Berkeley	1,780	5.9%
31.	University of Maryland, College Park	1,767	4.5%
32.	Michigan State University	1,747	4.3%
33.	California State University, Long Beach	1,721	5.5%
34.	University of Illinois, Urbana-Champaign	1,679	4.8%
35.	Pennsylvania State University, main campus	1,665	4.7%
36.	University of Arizona	1,651	5.0%
37.	University of Florida	1,645	4.8%
38.	University of Kansas	1,623	6.8%
39.	Texas A&M University, main campus	1,619	4.5%
40.	California State University, Los Angeles	1,600	7.7%
41.	American University	1,582	18.1%
42.	University of Iowa	1,513	5.1%
43.	University of Hawaii, Manoa	1,511	7.2%
44.	Cornell University	1,497	9.2%
45.	University of Missouri, Columbia	1,493	6.5%
46.	Ohio University, main campus	1,459	10.0%
47.	University of Pittsburgh, main campus	1,446	4.9%
48.	University of Texas, Arlington	1,421	6.1%
49.	Arizona State University	1,416	3.5%
50.	Northrop University	1,388	55.7%
51.	University of Oklahoma, Norman	1,386	6.8%
52.	University of Washington	1,382	4.1%
53.	University of Illinois, Chicago Circle	1,372	7.0%
54.	Purdue University, main campus	1,334	4.2%
55.	University of Toledo	1,330	6.2%
56.	Texas Tech University	1,318	5.6%
57.	Wayne State University	1,285	4.3%
58.	University of Oregon, main campus	1,283	8.3%
59.	Southern University A&M College, main campus	1,250	13.3%
59.	University of San Francisco	1,250	24.8%
61.	University of the District of Columbia	1,221	8.7%
62.	University of Texas, El Paso	1,164	7.8%
63.	Syracuse University, main campus	1,151	6.4%
64.	California State University, Fresno	1,136	5.6%
65.	University of Massachusetts, Amherst	1,111	4.4%
66.	Brigham Young University, main campus	1,105	4.0%
67.	State University of New York, Stony Brook, main campus	1,098	7.5%
67.	University of Georgia	1,098	4.4%
69.	Oregon State University	1,051	6.5%
70.	City College of City University of New York	1,037	7.9%
71.	Indiana State University, main campus	1,036	8.9%
72.	Central State University (Okla.)	1,024	8.3%
73.	Rutgers University, New Brunswick	1,023	4.0%
74.	Georgetown University	1,020	9.1%
75.	University of Nebraska, Lincoln	1,001	4.1%

Distribution by Field of Study

Field of study	1982-1983		1983-1984	
	Number of foreign students	Proportion of foreign students	Number of foreign students	Proportion of foreign students
Agriculture	8,540	2.5%	8,260	2.4%
Allied health	3,110	0.9%	2,820	0.8%
Architecture & environmental design	6,060	1.8%	6,500	2.0%
Area & ethnic studies	1,030	0.3%	970	0.3%
Business	60,960	18.1%	63,000	18.6%
Communications	3,690	1.1%	3,710	1.1%
Communications technologies	400	0.1%	480	0.2%
Computer & information sciences	18,310	5.4%	22,920	6.8%
Construction trades	440	0.1%	280	0.1%
Education	12,260	3.6%	12,360	3.6%
Engineering	64,790	19.3%	65,450	19.3%
Engineering related technologies	11,390	3.4%	11,100	3.3%
Engineering related trades	1,370	0.4%	1,330	0.4%
English language	13,610	4.0%	11,390	3.4%
Foreign languages	11,990	3.6%	2,790	0.8%
Health sciences	8,860	2.7%	10,400	3.1%
Home economics	2,210	0.7%	2,280	0.7%
Industrial arts	970	0.3%	790	0.2%
Interdisciplinary studies	2,290	0.7%	2,160	0.6%
Law	1,580	0.4%	1,480	0.4%
Letters	5,610	1.7%	5,880	1.7%
Liberal & general studies	9,650	2.9%	10,560	3.1%
Library & archival sciences	520	0.2%	570	0.2%
Life sciences	9,490	2.8%	9,400	2.8%
Mathematics	7,370	2.2%	7,930	2.3%
Military technologies	320	0.1%	360	0.1%
Parks & recreation	180	0.1%	180	—
Personal & social development †	1,500	0.4%	1,440	0.4%
Philosophy & religion	960	0.3%	1,300	0.4%
Physical sciences	15,500	4.6%	15,310	4.5%
Protective services	480	0.2%	570	0.2%
Psychology	3,280	0.9%	3,340	1.0%
Public affairs	2,580	0.8%	3,040	0.9%
Science technologies	1,840	0.6%	1,090	0.3%
Social sciences	16,360	4.8%	16,380	4.8%
Theology	2,380	0.7%	2,640	0.8%
Visual & performing arts	8,480	2.5%	7,880	2.3%
Undeclared	25,580	7.6%	20,550	6.1%
Total	**336,990**	**100.0%**	**338,890**	**100.0%**

† Includes basic skills, citizenship & civic activities, health-related activities, interpersonal skills, leisure & recreational activities, and personal awareness.

Where They Come From

Rank	Country or territory	Students
1.	Taiwan	21,960
2.	Iran	20,360
3.	Nigeria	20,080
4.	Malaysia	18,150
5.	Canada	15,150
6.	Republic of Korea	13,860
7.	India	13,730
8.	Venezuela	13,440
9.	Japan	13,010
10.	Hong Kong	9,420
11.	Saudi Arabia	8,630
12.	China	8,140
13.	Thailand	6,940
14.	Jordan	6,890
15.	Lebanon	6,680
16.	Indonesia	6,110
17.	United Kingdom	5,860
18.	Mexico	5,600
19.	Greece	5,030
20.	Colombia	4,600
21.	Vietnam	4,360
22.	Pakistan	4,280
23.	Kuwait	3,810
24.	West Germany	3,790
25.	Philippines	3,500
26.	Singapore	3,230
27.	France	3,180
28.	Turkey	2,830
29.	Brazil	2,820
30.	Israel	2,610
31.	Egypt	2,340
32.	Jamaica	2,330
33.	Bangladesh	2,150
34.	Ethiopia	2,080
35.	Kenya	1,960
36.	Syria	1,940
37.	Peru	1,920
38.	Cyprus	1,890
39.	Trinidad & Tobago	1,860
40.	Cuba	1,790
41.	Italy	1,760
42.	Iraq	1,730
43.	Libya	1,710
44.	Pacific Is. Trust Terr.	1,580
44.	South Africa	1,580
46.	Norway	1,570
47.	Australia	1,530
48.	Ghana	1,510
49.	Panama	1,490
50.	Bahamas	1,480
51.	El Salvador	1,390
51.	Netherlands	1,390
53.	Spain	1,350
54.	Argentina	1,320
55.	Haiti	1,300
56.	Sweden	1,290
57.	Chile	1,270
58.	United Arab Emirates	1,260
59.	Sri Lanka	1,240
60.	Honduras	1,210
61.	Nicaragua	1,190
62.	Ecuador	1,130
63.	Bolivia	1,090
63.	Liberia	1,090

Note: List includes only countries from which at least 1,000 students were enrolled in the U.S. in 1983-84.

SOURCE: INSTITUTE OF INTERNATIONAL EDUCATION

NCAA to Spend $41.6-Million This Year; Budget Balanced by Shifting Surplus

MONTEREY, CAL.

The National Collegiate Athletic Association's executive committee has approved a record $41.6-million budget for the fiscal year that began on September 1.

To balance it, however, the N.C.A.A. was forced, for the first time in memory, to use funds from an expected surplus in its 1983-84 fiscal year. The executive committee authorized the transfer of $775,000 to the new year.

The 10-per-cent increase over last year's $36.6-million came despite the loss of some $4.2-million in income from televised collegiate football. In June the Supreme Court ruled that the association's TV contracts violated federal antitrust laws.

While the association will still get a small share of football-television revenue under newly negotiated contracts, Louis J. Spry, its controller, said most of the lost revenue was expected to be recouped from an increase in fees paid for the broadcast rights to the N.C.A.A.'s Division I men's basketball championship.

Total revenue from the basketball championship is budgeted at nearly $31.5-million, an increase of more than 30 per cent over 1983-84. Funds from that championship will account for about 75 per cent of the N.C.A.A.'s total income.

The new budget calls for a cutback in expenditures from a year ago. The association will not make an allocation to its reserve fund, nor will it make developmental grants to affiliate organizations.

Income from membership dues will nearly double in 1984-85, from $317,600 to $626,600.

The association pointed out that more than 60 per cent of its funds—$26.6-million—would be returned to member institutions. The net receipts from championships, including the lucrative one in men's basketball, are distributed to members. In addition, the N.C.A.A. will continue this year to pay institutions' transportation costs and per diem allowances for teams participating in championships. The executive committee warned, however, that it might have to cut back on paying those costs in some Division II and Division III sports in fiscal 1985-86 unless it earns a surplus this year.

The executive committee also agreed to limit the Division I men's basketball championship playoffs to 64 teams a year through 1990 and approved automatic qualification for the champions of 29 Division I men's basketball conferences.

NCAA Spending and Income, 1983-84; and 1984-85 Budget

	1984-85 Budget (Approved)	1983-84 12-month (Projected)	Pct. Change
Revenues			
Division I men's basketball championship	$31,490,000	$25,423,478	+ 24%
Other Division I championships	3,377,000	4,481,720	− 25%
Communications department	1,714,000	1,515,830	+ 13%
Television assessments	1,200,000	5,075,560	− 76%
Investments	903,000	904,565	—
Transfer from 1983-84 surplus	775,000	—	n/c
Publishing department	691,000	685,000	+ 1%
Membership dues	626,600	310,038	+102%
Division II championships	492,000	993,363	− 50%
Division III championships	198,000	302,637	+ 35%
General	121,400	56,041	+117%
Total	$41,588,000	$39,748,232	+ 5%
Expenses			
Division I men's basketball	$19,782,000	$15,802,728	+ 25%
Other Division I championships	5,046,000	5,223,542	− 3%
Communications department	2,978,000	2,549,789	+ 17%
Division II championships	1,959,000	2,097,917	− 6%
Division III championships	1,811,000	1,769,540	+ 6%
Enforcement department	1,474,000	1,337,176	+ 10%
Legal	1,447,000	924,780	+ 56%
Publishing department	1,350,000	1,231,867	+ 10%
Administration department	1,169,000	1,338,042	− 13%
Committees	1,034,000	896,946	+ 15%
Championships department	961,000	856,113	+ 12%
General	795,000	677,527	+ 17%
Development	599,000	576,000	+ 4%
Rent	576,000	378,000	+ 52%
Legislative services department	457,000	—	n/c
Contingency	150,000	95,000	+ 58%
Funded operating reserve	—	1,000,000	n/c
Total	$41,588,000	$36,754,967	+ 13%

n/c not comparable

SOURCE: NATIONAL COLLEGIATE ATHLETIC ASSOCIATION

People in Sports

Jim Alnuti, men's tennis coach at Morris Brown College, has resigned.

Al Alonso, former cross-country athlete at Stevens Institute of Technology, to men's cross-country coach.

Tom Arant, assistant men's basketball coach at South Carolina State College, to men's basketball coach at Swarthmore College.

Susan Becker, assistant softball coach at Emporia State U., to women's softball coach and assistant women's volleyball coach at St. Cloud State U.

John Benson, interim men's tennis coach at Trinity U., to coach.

Avie Bridges, women's basketball coach at U. of Alabama at Birmingham, to assistant athletic director.

Cindy Bristow, former women's softball coach at New Mexico State U., to softball coach at Wichita State U.

Gordon Brown, assistant men's swimming coach at Indiana U., to men's and women's swimming coach at John Carroll U.

Dan Buckel, girls' basketball coach at United High School (Hanoverton, Ohio), to women's basketball coach at Mount Union College.

Bill Byrne, associate athletic director at U. of Oregon, to athletic director.

Jim Cerveny, interim women's track-and-field coach at San Diego State U., to coach.

Terry Childers, baseball coach at Augusta College, has resigned.

Debbie Cogan, former basketball player at Merrimack College, to women's volleyball coach and assistant women's basketball coach.

Celester Collier, assistant men's basketball coach at Southwest Texas State U., to coach.

Carolyn Condit, women's volleyball coach at Xavier U., to women's volleyball coach at Miami U.

David Dunsky, men's and women's track-and-field and cross-country coach at Salem State College, has resigned as men's and women's cross-country coach.

Gary Evangelisto, men's volleyball coach at St. Francis College (Pa.), also to women's volleyball coach.

Mark Fleming, assistant men's tennis coach at West Virginia U., to men's and women's tennis coach at Allegheny College.

Alieu M. Fye, former player and coach of the national soccer team of Gambia, to men's soccer coach and assistant men's basketball coach at Wabash College.

John Godfrey, men's track-and-field coach at Whittier College, has retired.

Phil Gross, assistant men's cross-country coach at U. of Alabama at Birmingham, to coach.

Jill Hirschinger, women's volleyball coach at Drake U., to women's volleyball coach at Ferris State College.

Bruce Jennings, assistant men's soccer coach and men's skiing coach at Norwich U., to men's soccer coach and men's skiing coach.

Edgar Johnson, director of aquatics at U. of Delaware, to athletic director.

Rob Johnson, men's cross-country coach at Wabash College, has resigned.

Tom Kaczkowski, former assistant football coach at De Pauw U., to men's and women's swimming coach and assistant football coach at Ohio Northern U.

Igor Kuprycz, assistant men's soccer coach at Worcester State College, to men's soccer coach at Nichols College.

Lenny Long, former men's soccer coach at Lock Haven U., to men's soccer coach and assistant men's and women's track-and-field coach.

William Madrey, Jr., former men's tennis coach at St. Augustine's College, to men's tennis coach at Johnson C. Smith U.

Mel Mahler, former assistant men's lacrosse coach at U. of Akron, to men's lacrosse and men's soccer coach at Pfeiffer College.

John McCloskey, former men's lacrosse and soccer coach at Mount Union College, to men's lacrosse and soccer coach at Lehigh U.

John McVan, former track-and-field athlete at West Chester U., to men's track-and-field coach at Muhlenberg College.

Grover Moore, director of the physical-education emphasis program and men's soccer coach at North Country Community College, also to women's basketball coach.

Kriston Norberg, assistant women's volleyball coach at Rhode Island College, to coach.

John Officer, former men's tennis coach at Boston U., to men's tennis coach at U.S. Naval Academy.

Fred Paulson, men's basketball coach at Anoka Ramsey Community College, to men's basketball coach at Huron College.

Charley Pell, football coach at U. of Florida, has announced his resignation, effective at the end of the 1984 season.

Bob Rosen, former golfer at Canisius College, to men's golf coach.

Gary Schwartz, women's track-and-field and cross-country coach at Pennsylvania State U., to men's track-and-field coach at U. of Tennessee.

David Smith, assistant men's basketball coach at St. Joseph's College (Ind.), to women's basketball coach.

Gale Ann Stiles, assistant women's swimming coach at U. of Michigan, to women's swimming coach at Florida Atlantic U.

Janice M. Stocker, commissioner of the Wisconsin State University Athletic Conference, to associate athletic director at U. of Minnesota.

Lee Andrew Stoglin, men's basketball coach at Southern U., to assistant men's basketball coach at Oklahoma State U.

Eddie Teague, athletic director at Citadel Military College of South Carolina, has announced his resignation, effective June 30, 1985.

Art Terry, former assistant men's basketball coach at Salem College (W. Va.), to women's basketball coach.

Tom Thibodeau, assistant men's basketball coach at Salem State College, to coach.

Frank Vicchy, men's swimming coach at U. of Wyoming, has resigned.

George Waggoner, men's basketball coach at St. Joseph's College (Ind.), has resigned.

Bill Walton, interim men's cross-country coach at James Madison U., to coach.

Dave Wood, interim men's track-and-field coach at Ferris State College, to men's and women's track-and-field and cross-country coach.

Bryce Young, associate dean of admissions and men's tennis coach at Bethany College (Kan.), to men's tennis coach and associate athletic director at Pan American U.

ROCKEFELLER FOUNDATION RESIDENCY PROGRAM IN HUMANITIES

The Rockefeller Foundation Humanities Fellowships, in existence since 1975, have annually aided scholars from all disciplines in the humanities to advance the understanding of the modern world through the better understanding of the past or through the direct assessment of the present. For 1985-86, additional Humanities Fellowships will be offered as residencies through a set of host institutions. These residencies are intended to support individual scholarship while at the same time encouraging direct involvement of scholars in enterprises likely to reach and benefit the larger public. The program supports residency opportunities at both academic institutions and non-traditional settings for humanities scholars such as symphony orchestras, museums, theaters, and governmental and social service agencies.

DIRECTIONS FOR INSTITUTIONS:

The Foundation intends to work closely with potential host institutions to develop additional residencies within this program. Inquiries from institutions that would like to be considered as potential residency sites should be submitted before December 1, 1984. Final applications should be completed by March 1, 1985. Address all correspondence to: Rockefeller Foundation Residency Program in Humanities, The Rockefeller Foundation, Division of Arts and Humanities, 1133 Avenue of the Americas, New York, New York 10036.

DIRECTIONS FOR SCHOLARS:

All inquiries about eligibility, stipends, procedures for application and deadlines should be directed to the institutions listed below. The brief descriptions are intended only to indicate the general nature and obligations of the residencies.

RESIDENCY SITES FOR 1985-86:

Women's Studies in Religion, Harvard Divinity School
Write: Constance H. Buchanan, Director of Women's Programs, Harvard Divinity School, Cambridge, Massachusetts 02138.

Program in Atlantic History, Culture and Society, The Johns Hopkins University
Write: David William Cohen, Director, Program in Atlantic History, Culture and Society, the Johns Hopkins University, Baltimore, Maryland 21218.

Center for Philosophy and Public Policy, University of Maryland
Write: Director, Center for Philosophy and Public Policy, Woods 0213, University of Maryland, College Park, Maryland 20742.

The Poetry Center, The 92nd Street Young Men's and Young Women's Hebrew Association
Write: The Poetry Center, The 92nd Street Y, 1395 Lexington Avenue, New York, New York 10128.

The National Museum of African Art and The Center for Asian Art, Smithsonian Institution
Write or call: Gretchen Gayle Ellsworth, Director, Office of Fellowships and Grants, Smithsonian Institution, Washington, D.C. 20560, (202) 287-3271.

Walker Art Center
Write: Office of the Director, Walker Art Center, Vineland Place, Minneapolis, Minnesota 55403.

Walter P. Reuther Library of Labor and Urban Affairs, Wayne State University
Write: Philip P. Mason, Director, Reuther Library of Labor and Urban Affairs, Wayne State University, 5401 Cass Avenue, Detroit, Michigan 48202.

Woodrow Wilson International Center for Scholars
Write or call: The Wilson Center, Room 331, Smithsonian Institution Building, Washington, D.C. 20560, (202) 357-2841.

ROCKEFELLER FOUNDATION HUMANITIES FELLOWSHIPS

Fellowships are available to support the production of works of humanistic scholarship intended to illuminate and assess contemporary social and cultural issues. Particularly encouraged for this year's competition are applications from arts-based humanities disciplines: musicology, art history, drama, and literature in foreign languages. We urge the participation of these humanists in addition to those from fields such as English and American literature, history, and philosophy. Humanistic projects in related fields such as political science, law, and anthropology are also eligible. 20 awards will be made; applicants should understand that competition for Rockefeller Foundation Humanities Fellowships is extremely intense. Awards cannot be made for completing graduate or professional studies, developing curricula, or writing or translating poetry or fiction. An applicant may not hold another major fellowship concurrently or postpone an award under this program in order to accept another fellowship. The ordinary grant will be in the range of $15,000 to $20,000 and will not exceed $25,000. First-stage proposals must be received by October 15, 1984. Address inquiries and requests for fellowship brochures to: Rockefeller Foundation Humanities Fellowships, The Rockefeller Foundation, 1133 Avenue of the Americas, New York, New York 10036.

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News Summary

Articles on inside pages

Playing devil's advocate in public-policy debates may be the best way for political scientists to gain influence in them, some experts say. Story on Page 5.

Civil-rights investigators in the Education Department have their instructions for applying the Grove City College decision to other bias cases. Story on Page 21.

Colleges are due several million dollars from payments the Education Department has collected on student loans, a higher-education coalition charges. Story on Page 21.

A project planned by the new Commission on College Retirement could result in a financial-planning service for college and university employees. Story on Page 23.

Temple University will not cooperate in an investigation by the American Association of University Professors of the firing of four tenured professors. Story on Page 23.

More than 30 universities now administer drug tests to their own athletes. Story on Page 31.

Many university leaders expect the National Collegiate Athletic Association to revise its new academic standards for freshman athletes following a survey showing a heavy impact on blacks. Story on Page 31.

Rational thought is alive and well in French intellectual circles, according to a survey of scientists and scholars. Story on Page 35.

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'THE BEST OF BOTH WORLDS'

Women's Colleges Show Renewed Vigor After Long, Painful Self-Examination

By ZOË INGALLS

Women's colleges, to the surprise of many who were sounding their death knell as recently as a decade ago, are thriving.

Enrollments grew 25 per cent in a decade. Applications went up steeply. Giving by the alumnae of women's colleges ranks among the best in higher education. The academic and professional achievements of their graduates are enviable.

In the late 1960's and early 1970's, however, when most men's colleges began admitting women, many in higher education—and even in the women's movement—argued that women's colleges were anachronistic. Since qualified women could attend virtually any college or university in the country, they said, the historical and cultural reasons for which women's colleges were created had been nullified. If they wanted to survive, women's colleges should see the light and become coeducational.

Some women's colleges—Vassar is a notable example—did begin admitting men, although for complex reasons that were not all purely philosophical and varied from institution to institution. Others were absorbed by neighboring men's colleges. The rest, after painful self-examination and sometimes divisive debate, chose to remain women's colleges.

It was a felicitous choice.

Nannerl O. Keohane, president of Wellesley College, is particularly sanguine

Continued on Page 18, Column 4

MECKI McCARTHY

"The strength of the bond we formed makes us more like sisters than friends."

National Concern over Educational Quality Seen Spreading from Schools to Colleges

By MALCOLM G. SCULLY

The intense national concern over quality—or lack of it—in America's schools is spreading to undergraduate education at the country's colleges and universities.

Critics charge that the purposes of the undergraduate program have been diluted and that pressures for professional or pre-professional training have weakened the colleges' commitment to liberal education.

Colleges and universities, they say, have not been immune from the factors that have led to a decline in the quality of secondary schools and are forced to spend too much time providing remedial work for inadequately prepared students.

Next month, a study group created by the National Institute of Education plans to release an analysis of the quality of undergraduate education, based in part on some of the research produced during the Department of Education's study of elementary and secondary schools.

Also next month, William J. Bennett, chairman of the National Endowment for the Humanities, plans to release the report of the Chairman's Study Group on the State of Learning in the Humanities in Higher Education. Mr. Bennett said last week that the report would reflect "the general sense of the group that the condition of learning in the humanities is not satisfactory."

Baccalaureate Meaningless?

In February, the Association of American Colleges will issue the final report of a project that for the past three years has been investigating "quality and coherence in baccalaureate education." Participants in an earlier A.A.C. conference on the subject came to the conclusion that the bachelor's degree had become a virtually meaningless academic credential.

The Carnegie Foundation for the Advancement of Teaching last month announced plans for a "comprehensive study" of undergraduate education. Ernest L. Boyer, the foundation's president, said, "There is little agreement about what should be taught and about what it means to be an educated person."

Mr. Boyer noted, among other things, that "college students are not well informed about the world in which they live, that they are becoming more parochial at the very time the human agenda becomes more global, and that they lack historical perspective and have little knowledge of the significant social trends that will consequently shape their lives."

He cited declines in the performance of students on the verbal section of the Graduate Record Examinations and concern among business leaders "over the commu-

Continued on Page 20, Column 1

Canada's Universities Foresee Few Changes

Canada's Progressive Conservative Party, which won a stunning victory last week, is not expected to seek major changes in policy toward higher education. Story on Page 36.

Women Earned More Doctorates in Education

WASHINGTON

More women than men received doctorates in education in the 1982-83 academic year—the first time that women outnumbered men in any major field, according to figures from the National Research Council.

The council, in its annual survey of doctorate recipients, found that 10,485 women had earned doctorates in all fields in 1982-83, 34 per cent of the total. Both the number and percentage were all-time highs.

The total annual number of new doctorates—31,190 in 1982-83—has changed little since 1977.

"The number of new doctorates is in a steady state. Despite what some people thought, the bottom has not dropped out," said Peter D. Syverson, the author of the study, *Summary Report 1983: Doctorate Recipients from United States Universities*.

About 16 per cent of the 1982-83 recipients were foreign students holding temporary visas. The number of such students has been increasing, according to the report.

"Almost two-thirds of the foreign Ph.D. recipients are remaining in the U.S. immediately after earning their degree," Mr. Syverson said. "Their impact on the U.S. labor force is a real issue, but it's an open question now.

"They may stay for a year for postdoctoral study and then go home, but my bet is that many of them stay longer. We're doing a follow-up survey to find out."

'Reasonably Healthy'

Based on the employment plans of the new degree recipients, the job market seems to be "reasonably healthy" in many fields, especially the sciences, engineering, and the professions—business administration, communications, social work, and theology, Mr. Syverson said.

A limited number of the reports of the survey are available without charge from the Doctorate Records Project, Office of Scientific and Engineering Personnel, National Research Council, 2101 Constitution Avenue, N.W., Washington 20418.

—JEAN EVANGELAUF

FACT-FILE

A Profile of 1982-83 Recipients of Doctorates

	Arts and humanities	Business administration	Education	Engineering	Life sciences	Physical sciences	Social sciences	All fields*
Doctoral degrees conferred †	3,494	755	7,147	2,780	5,540	3,436	6,055	31,190
Sex								
Male	56.2%	83.6%	49.6%	95.5%	69.0%	86.4%	60.7%	66.4%
Female	43.8%	16.4%	50.4%	4.5%	31.0%	13.6%	39.3%	33.6%
Racial or ethnic group‡								
American Indian	6	0	44	1	7	9	12	80
Asian	47	44	116	247	239	216	109	1,040
Black	79	20	516	29	74	32	199	1,000
Puerto Rican	23	0	47	6	16	10	19	127
Mexican-American	22	2	82	4	10	8	46	179
Other Hispanic	68	2	56	19	33	26	85	298
White	2,769	503	5,399	1,127	4,132	2,935	4,596	22,189
Other or unknown	64	10	107	48	108	121	144	651
Citizenship								
United States	85.3%	69.4%	87.1%	41.8%	79.9%	74.0%	82.9%	77.9%
Foreign	10.7%	27.5%	9.8%	53.5%	17.4%	23.1%	12.5%	18.5%
Unknown	4.0%	3.0%	3.1%	4.7%	2.6%	2.9%	4.5%	3.6%
Marital status								
Married	54.3%	70.3%	67.5%	61.2%	58.4%	52.7%	55.1%	59.1%
Not married	40.2%	25.2%	28.1%	32.5%	37.4%	42.9%	38.8%	35.8%
Unknown	5.6%	4.5%	4.4%	6.3%	4.3%	4.3%	6.1%	5.1%
Median age at doctorate	34.0	34.4	37.8	30.8	30.6	29.3	32.4%	32.8
Median number of years from bachelor's degree to doctorate	11.1	11.1	14.1	8.0	7.9	7.0	9.3	9.8
Per cent with bachelor's degree in same field as doctorate	58.4%	41.5%	39.5%	74.0%	56.3%	75.4%	58.9%	55.6%
Planned postdoctoral study								
Fellowship	3.4%	0.5%	1.1%	3.6%	26.7%	16.7%	7.3%	9.2%
Research associateship	0.9%	0.9%	0.9%	8.7%	16.7%	24.0%	2.7%	7.5%
Traineeship	0.1%	0.4%	0.4%	1.5%	1.4%	0.7%	1.9%	1.0%
Other	1.3%	0.3%	0.8%	0.5%	4.6%	0.8%	1.3%	1.6%
Planned postdoctoral employment								
Educational institution	67.8%	75.8%	65.6%	28.3%	23.4%	14.0%	40.0%	43.8%
Industry or business	6.5%	11.0%	7.1%	37.3%	9.6%	29.7%	12.6%	14.2%
Government	2.4%	3.3%	8.7%	8.5%	7.1%	6.1%	10.7%	7.5%
Nonprofit organization	4.4%	1.6%	5.4%	1.4%	2.2%	1.0%	10.4%	4.9%
Other or unknown	5.3%	0.9%	4.7%	1.9%	3.0%	1.7%	5.9%	3.9%
Postdoctoral status unknown	7.9%	5.3%	5.2%	8.2%	5.3%	5.2%	7.1%	6.3%
Primary postdoctoral work								
Research and development	6.3%	18.8%	[illegible]2%	61.3%	47.6%	70.2%	19.9%	25.4%
Teaching	73.1%	65.7%	37.[illegible]%	24.5%	27.7%	17.6%	35.2%	39.2%
Administration	6.4%	7.1%	34.6%	1.9%	5.4%	1.9%	5.7%	13.6%
Professional services	5.0%	3.0%	13.7%	5.3%	10.1%	3.4%	32.5%	13.7%
Other	4.9%	1.9%	2.7%	2.5%	3.6%	2.6%	2.6%	3.0%
Unknown	4.2%	3.5%	6.1%	4.5%	5.5%	4.3%	4.1%	5.1%
Region of employment after doctorate								
New England	8.5%	6.3%	4.9%	5.3%	4.3%	5.6%	8.0%	6.1%
Mid-Atlantic	13.8%	12.5%	13.2%	14.1%	10.0%	17.5%	18.2%	14.4%
South Atlantic	14.4%	15.6%	15.8%	11.0%	15.9%	13.7%	16.0%	14.8%
North Central	10.0%	10.2%	10.8%	7.5%	10.4%	9.4%	8.8%	9.8%
South Central	6.7%	8.0%	7.0%	5.3%	5.4%	6.4%	5.1%	6.4%
Mountain	3.3%	5.5%	4.8%	4.7%	4.7%	5.3%	4.2%	4.5%
Pacific and insular	11.2%	10.3%	9.1%	15.5%	9.7%	13.0%	11.2%	11.0%
Foreign	7.4%	10.3%	6.3%	18.5%	19.7%	9.6%	7.7%	10.0%
Region unknown	8.2%	3.4%	10.3%	5.3%	4.1%	3.6%	7.0%	7.1%

Note: Figures do not include first professional degrees, such as M.D. or D.D.S.

* Includes degree categories not listed separately.

† Includes non-U.S. citizens with temporary visas.

‡ Includes only U.S. citizens and foreign persons with permanent visas.

SOURCE: SURVEY OF EARNED DOCTORATES, NATIONAL RESEARCH COUNCIL

Concern over Educational Quality Seen Spreading from Schools to Colleges

Continued from Page 1

nication skills and work patterns of graduates."

Many observers say that the attention now being focused on the undergraduate programs, and the concern over its quality, is simply an extension of several years of worry over the quality of elementary and secondary schools.

"It is startling that college educators expect the public schools to define goals and clarify academic content, while often they themselves seem confused about these central educational issues," Mr. Boyer said.

'8-Count Indictment'

"The concern over undergraduate education is logical and it's long overdue," added Chester E. Finn, Jr., professor of education and public policy at Vanderbilt University and author of a recent *Change* magazine article in which he gave what he described as an "eight-count indictment" of college education.

"People are beginning to fuss more coherently about whether they're getting their money's worth from college," Mr. Finn said last week. "More people are saying, 'We're spending an awful lot of money on college. Is it worth it?' "

Mr. Finn said that many colleges and universities were recruiting and admitting unqualified students and then doing "everything possible to keep them, including lowering standards." He also charged that few faculty members made any significant contribution to the expansion of knowledge and that many of them did "very little work" of any sort.

Mr. Finn and others have cited several causes of the new attention being devoted to undergraduate education, ranging from what many see to be the pernicious influence on a liberal education of professional and preprofessional training, to allegations that colleges and universities are now suffering from the effects of the widespread relaxation of requirements that took place during the late 1960's and early 1970's.

The concern over the quality of undergraduate education is not new, however. Kenneth P. Mortimer, chairman of the National Institute of Education's study group, noted that many of the reforms first proposed in the 1960's had their origins in similar concerns about the undergraduate curriculum.

"That concern died for a while when we were trying to deal with the 'steady state' and other financial problems," he said last week. "Now that we're through with dealing with quantitative growth, we can start thinking about advancing the quality of what we do."

'How to Get Better'

Since colleges and universities can no longer focus their attention on "how to get bigger," Mr. Mortimer said, "they have begun to think about how to get better. We may be able to do something about that. We can't do anything about the demographics."

Mr. Mortimer's study group is scheduled to release its report, tentatively called "a blueprint for improving the quality of baccalaureate undergraduate education," in the week of October 14-20.

Mark H. Curtis, president of the Association of American Colleges, said that the forces that have "weakened and strained the undergraduate curriculum" began after World War II and continued virtually unabated.

Many of the reforms adopted in the 1960's were initially designed to restore a sense of purpose and coherence to undergraduate education, Mr. Curtis said, but in the long run they had the opposite effect.

"Some of the reform movements recognized that a sense of purpose had disappeared and wanted to restore it," Mr. Curtis said. "But in many cases what they asked for—a widening of electives and of student options—contributed to the continuing decline and degradation of the degree."

Few observers expect the question of the quality of undergraduate education to achieve the same level of visibility as has the concern over the health of the nation's schools.

'Reservoir of Discontent'

"In elementary and secondary education, the study groups and the elite organizations that began the investigations tapped into a reservoir of public discontent that was already there," said Mr. Finn. "I don't think that discontent is there over higher education.

"The quality of higher education is not an election issue, and it's not even a clear issue of economic prosperity, so it has not been linked to the economic or political agenda the way the quality of the schools has been."

Nonetheless, Mr. Finn and others expect the flurry of attention going to undergraduate education to lead boards of trustees and state legislatures to start asking some of the same questions about colleges and universities that have been asked over the past year about elementary and secondary schools.

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News Summary

Articles on inside pages

Sociology, which was banned in China for 27 years, is undergoing a strong revival. Story on Page 7.

Robert McC. Adams, who took office last week as Secretary of the Smithsonian Institution, views it as "one of the great research institutions in the world." Story on Page 9.

Large two-year colleges spend about 10 per cent less per student than do smaller institutions, a new study finds. Story on Page 12.

The new director of the National Science Foundation is an engineer who worked in industry, but he says he'll be a strong spokesman for academic science. Story on Page 17.

Legislation providing $2.9-billion for the health professions has been approved by the House of Representatives. Story on Page 17.

The aftershocks of retrenchment are still being felt at Temple University, two years after 58 professors were laid off. Story on Page 23.

Most libraries now offer computerized data bases to help researchers find citations, but the services aren't cheap. Story on Page 23.

The football program at the University of Florida has been charged with 107 violations of rules by the National Collegiate Athletic Association. Story on Page 29.

An overdose of democracy has turned Canadian universities into low-quality diploma factories, according to three respected historians. Story on Page 33.

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INJUNCTION ISSUED

New College Football Television Pact Violates Anti-Trust Law, Judge Says

By JACK McCURDY

LOS ANGELES

A federal judge said last week that one of the two major new contracts for televising college football violated anti-trust law—and the other contract might, too.

Later in the week, a group of independent television stations filed lawsuits challenging both contracts. The suits charged that the pacts illegally prevented the stations from competing with the networks.

The contracts were negotiated this summer after the Supreme Court ruled that previous pacts between the National Collegiate Athletic Association and two networks violated federal anti-trust law.

U.S. District Judge Richard A. Gadbois issued a preliminary injunction clearing the way for national telecasts of two games that had been caught up in a dispute among television networks and rival groups of universities.

However, he said it was ultimately up to the participating universities—not the television networks, the College Football Association, or the Big 10 or Pacific-10 Conferences—to give their consent to have the two games telecast.

The games in question, between the University of Nebraska and the University of California, Los Angeles, on September 22, and between the University of Notre Dame at the University of Southern California, on November 24, would not have been televised without the injunction.

Each contest involves one team from the College Football Assocation, which has a contract with ABC-TV, and one team from the Pacific-10 Conference, which has a contract with CBS-TV.

Judge Gadbois ruled that a provision of the ABC contract—prohibiting C.F.A. members from appearing on other television networks on Saturday afternoons—violates antitrust law.

Nebraska and Notre Dame are members of the association.

U.C.L.A. and Southern California are parties to a separate television contract between members of the Big 10 and Pacific-10 Conferences and CBS, which wants to

Continued on Page 30, Column 1

Sakharov Allowed to Publish Article in Science Journal

MOSCOW

Andrei D. Sakharov, the dissident physicist, has been allowed to publish an article in a Soviet scientific journal. The move is viewed here as an attempt to prove that Mr. Sakharov is well and able to function as a scientist, rather than as an indication that he will be rehabilitated.

In the article, published in *The Journal of Experimental and Theoretical Physics*, Mr. Sakharov thanked his wife, Yelena G. Bonner, for her help in its preparation, a remarkable statement since Miss Bonner has been the target of vituperative criticism in the press and, according to some accounts, has already been tried for anti-Soviet slander.

Mr. Sakharov's article, on the origins of

Continued on Page 35, Column 1

Soviet scientists are embarrassed about the Sakharov case. Story on Page 35.

EPA's Approval to Be Required for Gene Tests

Rule will let U.S. monitor industrial, academic work

By KIM McDONALD

WASHINGTON

Researchers planning field tests involving the release of some types of genetically engineered microbes into the environment must first obtain approval from the Environmental Protection Agency, officials said last week.

The E.P.A. will regulate the tests under existing federal laws controlling the use of pesticides.

The agency's move may result in additional regulatory burdens for academic researchers, who already must obtain approval from the National Institutes of Health for field tests that are supported by N.I.H. funds. But it may fill some of the gaps in regulations for industrial researchers, whose gene-splicing tests had not been subject to regulation by any federal agency.

Industrial Researchers Affected

An E.P.A. official said the requirement to notify his agency of such experiments would mainly affect industrial researchers who test genetically engineered microbes that could be considered pesticides, such as bacteria that impart disease resistance or frost resistance to plants. He said a notice of the new requirement would probably be published soon in the *Federal Register*.

Under federal laws regulating the use of pesticides, the E.P.A. has the authority to request "experimental use permits" from

Continued on Page 11, Column 1

U. of Southwestern Louisiana: the Campus that Decided It Had Outgrown Its Name

By LAWRENCE BIEMILLER

LAFAYETTE, LA.

"I know of no institution in society that is more ambitious than a college or university," says William Arceneaux, who is commissioner of higher education for Louisiana's Board of Regents. "The ambition of a college or university knows no bounds."

Mr. Arceneaux speaks with some authority on the topic, for he has recently had an opportunity to participate in what could be thought of as a case study in institutional ambition.

So have a lot of other people in Louisiana, including a large number of university administrators, several teams of lawyers, a select group of judges, a less select group of lobbyists, all of the members of the state legislature, one "coordinating" and three "management" boards for higher education, and just about every editorial writer in the state.

The subject of their study has been the University of Southwestern Louisiana, which attracted their attention one startling morning late in April with a move that many people in Louisiana thought was audacious in the extreme: It persuaded its "management" board, the Board of Trustees for State Colleges and Universities, to change its name to something that sounded less "regional." That something turned out to be—and this was the audacious part—"The University of Louisiana."

'The First Time, Willy-Nilly'

"When you've been in this job as long as I have, you're not surprised by anything," says Mr. Arceneaux, who has been chief of staff for the "coordinating" Board of Regents since it came into existence in 1975. "But this is the first time we've had anything like this happen—an institution willy-nilly changing its name."

The reason that the university's administrators gave for wanting a new name, however, was far from surprising. During the meeting at which the trustees approved the change, Ray P. Authement, the university's president, said: 'Why do we seek this change? Very simply, we need a name which is visible nationally in order to attract outstanding faculty to this state and to this community." Throughout the ensuing debate, the university's spokesmen and representatives have stuck by that explanation, denying that the institution seeks additional funds, facilities, or programs.

But many in Louisiana doubt it. They suspect that the university hoped, by

Continued on Page 14, Column 2

FACT–FILE

Income and Expenditures of Public 2-Year Colleges, 1982-83

	Enrollment under 5,000*		Enrollment 5,000 to 15,000*		Enrollment over 15,000*		Vocational institutions		All institutions, 1981-82		All institutions, 1982-83	
	Median per student**	Median per cent of total	Median per student**	Median per cent of total	Median per student**	Median per cent of total	Median per student**	Median per cent of total	Median per student**	Median per cent of total	Median per student**	Median per cent of total
Expenditures												
Total educational and general	$3,433	100.0%	$3,301	100.0%	$3,126	100.0%	$3,569	100.0%	$3,002	100.0%	$3,296	100.0%
Academic	1,903	56.2%	1,898	58.9%	1,881	60.6%	2,139	61.2%	1,800	60.8%	1,895	58.7%
Instruction and research	1,609	46.0%	1,620	49.7%	1,591	51.1%	1,796	51.3%	1,517	50.9%	1,605	49.0%
For credit instruction**	1,556	44.8%	1,493	47.0%	1,472	46.7%	1,604	46.0%	1,434	46.6%	1,497	46.1%
For noncredit instruction†	—	0.1%	—	1.0%	—	1.7%	—	1.8%	—	0.6%	—	0.6%
Public service	2	0.1%	3	0.1%	1	0.1%	0	0.0%	2	0.1%	2	0.1%
Academic support	256	7.4%	237	7.7%	236	8.0%	224	7.2%	248	8.3%	245	7.7%
Support services	1,177	35.4%	1,077	34.2%	1,066	33.9%	1,173	32.5%	1,085	36.4%	1,106	34.3%
Student services	283	8.1%	260	7.9%	282	8.4%	249	7.0%	262	8.5%	271	8.0%
Institutional support	485	14.8%	450	14.1%	431	13.1%	515	15.0%	425	14.6%	455	13.9%
Plant operation and maintenance	382	11.7%	370	11.3%	354	11.4%	360	10.4%	368	12.3%	371	11.4%
Utilities	137	3.8%	123	3.7%	110	3.4%	117	3.2%	121	4.0%	121	3.7%
Scholarships and fellowships‡	265	7.3%	207	6.8%	182	5.7%	187	5.5%	37	1.3%	222	6.6%
Revenues												
Total revenues (current fund, excluding auxiliaries)	$3,561	100.0%	$3,366	100.0%	$3,186	100.0%	$3,716	100.0%	$3,114	100.0%	$3,411	100.0%
Tuition and fees	560	14.7%	600	17.6%	658	20.0%	506	13.8%	553	17.4%	600	17.0%
For credit instruction**	544	14.3%	554	16.6%	604	18.3%	489	13.2%	526	16.7%	565	16.1%
For noncredit instruction†	—	0.0%	—	0.7%	—	0.9%	—	0.8%	—	0.5%	—	0.4%
Appropriations	2,355	65.9%	2,156	65.3%	2,117	64.1%	2,575	67.7%	2,171	68.9%	2,191	65.4%
Federal	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
State	1,885	51.9%	1,657	55.7%	1,516	49.8%	2,106	60.2%	1,608	54.6%	1,687	52.6%
Local	92	1.8%	431	12.0%	437	16.5%	252	7.5%	374	12.2%	365	11.1%
State and local combined	2,314	65.0%	2,106	64.9%	2,103	63.3%	2,556	66.4%	2,121	67.7%	2,152	64.7%
Gifts, grants, and contracts‡	473	13.5%	368	11.1%	336	10.5%	400	10.8%	227	7.6%	398	11.4%
Federal‡	359	9.6%	270	8.3%	260	7.7%	308	7.9%	126	4.1%	284	8.4%
State and local	41	1.1%	44	1.4%	43	1.5%	30	0.9%	38	1.2%	43	1.4%
Private	1	0.0%	5	0.1%	5	0.2%	3	0.1%	3	0.1%	3	0.1%
Other revenues (excluding auxiliaries)	96	2.8%	92	3.0%	85	3.0%	69	2.0%	107	3.3%	92	2.9%

Note: Medians represent the number that will divide the group of colleges in half for a given item. The "median institution" will be different for each item, and the proportions may not add to 100 per cent.

* Includes vocational institutions.
** Based on number of full-time-equivalent students enrolled for credit.
† Based on full-time-equivalent students enrolled in noncredit courses.
‡ Includes Pell grants, a change from earlier reports.
— Data not available.

SOURCE: NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY BUSINESS OFFICERS

Cost Saving at Big 2-Year Colleges Found Less than Expected

Large public community colleges spend about 10 per cent less per student than small two-year colleges do, but the savings are lower than expected, according to a report by the National Association of College and University Business Officers.

"Costs are less at the large colleges, but some administrators thought costs would be much lower," said Anna Maria Cirino, an author of the study. "It seems you can't save 25 per cent by increasing size."

The association found that in 1982-83, the median expenditure for each student enrolled for academic credit at large colleges—those with over 15,000 students—was $3,126. At small colleges—those with fewer than 5,000 enrolled—the comparable figure was $3,433.

The median per-student revenue and expenditure figures have changed little since 1978-79 when adjusted for inflation, according to the report, *Comparative Financial Statistics for Public Community and Junior Colleges: 1982-83*.

The colleges took in slightly more per student than they spent, as they have every year since 1978-79, when the first survey was undertaken.

The study was based on data from 520 colleges that participated in surveys conducted by the association and the National Center for Education Statistics.

About 28 per cent of the faculty members teaching credit courses taught part-time in 1982-83, the report said. Part-time faculty members constituted 91 per cent of those teaching noncredit courses. Large colleges had the highest median percentage of part-time faculty members teaching credit courses, 32 per cent, while small colleges had the lowest, 25 per cent.

The community colleges allocated a median 2.8 per cent of their expenditures to computer-related services.

At 53 per cent of the colleges, computer services were provided on equipment that was purchased, while 13 per cent used leased equipment. At 9 per cent, services were provided by a consortium. The remaining 25 per cent reported that they used a combination or other providers.

Nearly half of the colleges said that they used a mainframe computer only, and 37 per cent used a combination of systems. Thirteen per cent used only minicomputers, and 1 per cent used only microcomputers.

One in every 18 people in the median college's geographic "service area" enrolled for credit or noncredit instruction in 1982-83. The comparable figure was 1 in 25 in 1978-79.

The median student-faculty ratio for credit instruction has remained steady at 19 to 1 since 1978-79.

In the latest survey, Pell grants were added to both the revenues and expenditures figures, a significant change from earlier surveys.

The American Association of Community and Junior Colleges and the Association of Community College Trustees also sponsored the study. Copies of the report are available from the National Association of College and University Business Officers, P.O. Box 35024, Washington 20013. The price is $25 for members of the sponsoring associations and $30 for nonmembers.

—JEAN EVANGELAUF

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News Summary

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Columbia University has abandoned controversial plans to seek licenses to operate instructional television channels in 42 cities outside the New York area. Story on Page 2.

The Center for the Study of Democratic Institutions, which has been moribund in recent years, is experiencing a revival under Allen Weinstein, its new president. Story on Page 5.

The Pentagon plans to issue a policy this fall barring restrictions on the reporting of unclassified basic research it finances. Story on Page 21.

The tax-free status of education benefits for employees would be restored under a bill approved by the House Ways and Means Committee. Story on Page 21.

Working conditions for faculty members are unchanged or are improving at many colleges, a *Chronicle* survey shows. Story on Page 25.

The football coach at the University of Florida has been dismissed and the university has admitted to many violations of N.C.A.A. rules. Story on Page 31.

Some science programs at the United Nations Educational, Cultural, and Scientific Organization are too valuable to abandon, the National Research Council has said. Story on Page 33.

A Chinese official has warned Stanford University that failure to uphold the dismissal of a doctoral student in anthropology could jeopardize exchanges between China and the United States. Story on Page 33.

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Medical Schools Urged to Stress Critical Thought

Passive study insufficient, association's report says

By CHERYL M. FIELDS

WASHINGTON

"Passive" medical education that emphasizes rote memorization and recall of facts must give way to an emphasis on independent learning and critical thinking, says the report of a three-year study by the Association of American Medical Colleges.

The rapid expansion of medical knowledge has increased the pressures on students to learn more and more factual information, said the report of the study.

As a result, it said, "faculties have neglected to help them acquire the skills, values, and attitudes that are the foundation of a helping profession."

The report was prepared by an 18-member panel headed by Steven Muller, president of the Johns Hopkins University.

The text of the panel's recommendations on medical education begins on Page 15.

Medical schools should prepare students "to learn throughout their professional lives rather than simply to master current information and techniques," the report said. "Active, independent, self-directed learning requires, among other qualities, the ability to identify, formulate, and solve problems; to grasp and use basic concepts and principles; and to gather and assess data rigorously and critically."

Too often, medical schools depend heavily on lectures and fail to use teaching techniques that foster such independent,

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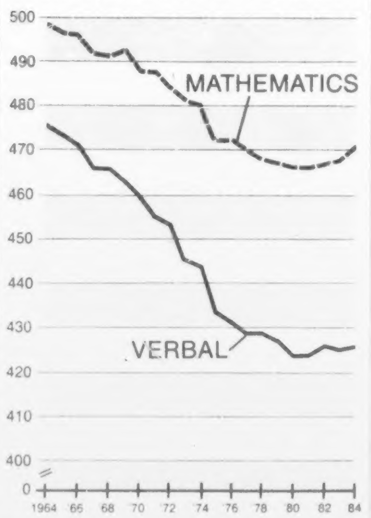
CHANGES IN SAT SCORES



SOURCE: THE COLLEGE BOARD

SAT Scores Rise 3 Points in Math, 1 on Verbal Test

By LAWRENCE BIEMILLER

NEW YORK

Scores on both parts of the Scholastic Aptitude Test rose last year by a total of four points, adding to evidence that the long and worrisome decline in S.A.T. scores has been reversed.

The increase was the largest since the scores, which reached their all-time low in 1979-80, began to creep upward. Scores on the standardized test had been dropping steadily since 1963, causing widespread concern among educators, parents, and politicians.

Average S.A.T. scores during the 1983-84 academic year, announced by the College Board at a press conference here last week, increased one point on the verbal section of the test, to 426, and three points

Continued on Page 11, Column 1

Strains of the Job Limit Presidents' Role, Panel Says

Colleges seen suffering from lack of leadership

By ROBERT L. JACOBSON

WASHINGTON

American colleges and universities are suffering from a pervasive lack of strong presidential leadership, a national commission has concluded after a two-and-a-half-year study.

The basic problem, the commission says, is that the president's job at many institutions has become too difficult, too stressful, too constrained by outside influences, and too unrewarding to attract or long retain the kind of person who is probably best qualified to serve.

Indeed, the commission declares in a report scheduled to be released here next week, "many presidents are better than the positions they hold." Only about half of higher education's top academic officers—the largest source of new presidents—are interested in the position, says the 18-member panel, known as the Commission on Strengthening Presidential Leadership.

A summary of recommendations on the college presidency appears on Page '8.

In addition, it says, presidents today are "less engaged in making long-term plans and in preparing their institutions for the long-run future than they were in earlier times."

The average presidential term is seven years, the commission says, and while it is not clear whether that is shorter than the average term in the early 1960's, "certain-

Continued on Page 26, Column 4

Worst Turmoil in Decades Roils South Africa's Universities

By HELEN ZILLE

CAPE TOWN

South African universities are facing their worst turmoil in decades.

Throughout the country, students at institutions of higher education are demanding redress of grievances ranging from administrative corruption to poor food. They have attacked the country's new constitution, helped organize boycotts of elections held under that constitution, and charged that they are receiving inferior instruction.

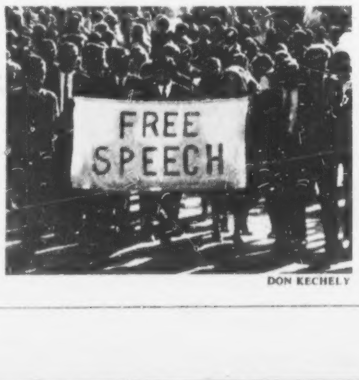
At least 34 campuses, including universities, teacher-training colleges, and technical institutes, have faced student demonstrations in recent weeks. Hardest hit have been five "ethnic universities" for mixed-race students—known as "coloreds"—or blacks. Most of those universities were set up as part of the government's policy of apartheid.

The protests reached their peak during elections held this month under the new constitution, which gives Indian and colored minority groups a limited amount of power in the government, although whites remain in control. The constitution excludes the black African majority.

The strongest protests have come from the University of Western Cape, an institution for mixed-race students, most of whom reject the constitution as an attempt to make their group a junior partner in the apartheid system.

Police have intervened several times on the campus to disperse student gatherings with tear gas and rubber bullets. On sever-

Continued on Page 35, Column 1



DON KECHELY

Activism at Berkeley, 20 Years Later

Twenty years after the Free Speech Movement, which sparked student activism all over the country, students at the University of California at Berkeley are still arguing about politics. But now the argument is over whether the campus has become more conservative. See Page 12.

Rises Reported in SAT Math, Verbal Scores

Continued from Page 1

on the mathematics section, to 471. The scores were two points above the nadir on the verbal section and five points above on the mathematics section.

The S.A.T. is scored on a scale that runs from 200 to 800.

George H. Hanford, the College Board's president, called the increase "encouraging" and added, "We now think that we have a trend." But after a 17-year-decline, he said, last year's rise "gives little reason for complacency about educational quality in the United States."

"At the current rate, it would take until the year 2000 for the national math average to reach the level of 1963," said Mr. Hanford, "and we would be well into the next century before the verbal average reached its 1963 level."

While admitting that the board's officials "do not know absolutely why the scores have risen recently," Mr. Hanford suggested that last year's high-school seniors may have enjoyed "better instruction in the lower grades." Among those students, he noted, were "some of the same students whose scores on other tests in earlier grades were showing improvement in the 1970's."

In addition, many of those who took the S.A.T. last year reported, on a questionnaire accompanying the test, that they had taken more courses in high school than had students who graduated before them. This increase continued a seven-year trend whose result, board officials said, was that over half of the last year's seniors took one more course than the average senior did in 1977.

In Washington, Secretary of Education Terrel H. Bell attributed the increase to "the movement toward excellence in our schools that is sweeping the nation."

Bell Cites Reagan 'Goal'

During a press conference scheduled to coincide with the announcement here of the score increase, Mr. Bell also credited recommendations made last year by the National Commission on Excellence in Education. The commission's report, "A Nation at Risk," focused considerable public attention on education.

Mr. Bell, whose aides passed out a bar graph entitled "S.A.T.'s Rise Toward President's Goal," said that President Reagan had challenged American students to make up "half the S.A.T. losses by 1990."

Mr. Hanford, however, said that the recent surge of interest in the quality of American schools could not be credited for this year's score increase. "The S.A.T. measures verbal and reasoning abilities that develop over many years," he said. "It is obviously much too soon for the changes being contemplated or initiated in the nation's school systems over the past year to be reflected in S.A.T. scores."

Mr. Hanford, who said that he was "bemused" by Mr. Bell's decision to hold a press conference at the same hour as the board's, said he was "concerned in this highly political season that the S.A.T. scores will be misused for political purposes."

Details about last year's scores were published in a report entitled "National College-Bound Seniors, 1984," which is available at no charge from the College Board (888 Seventh Avenue, New York 10106).

Among the report's highlights:

- The average verbal score increased by three points for male students, but remained stable for females. The mathematics score rose four points for women—who were credited by Mr. Hanford for the overall increase in the math score—and two points for men.
- The number of students taking the S.A.T.—almost one million—rose slightly, despite a decline in the number of 18-year-olds. The test is taken by about one-third of all high-school graduates, and by about two-thirds of those who go on to college. About 52 per cent of the students who took the test were female.
- The average score on the board's achievement tests remained stable at 537. The score on the Test of Standard Written English, which is administered with the S.A.T., rose by three-tenths of a point, to 42.6. That test is scored on a scale that runs from 20 to 60+.
- The average scores of students who said they intended to major in education rose four points on the verbal section of the test, to 398, and seven points on the mathematics section, to 425. But the scores of prospective education majors remained among those furthest below the national average.

The board also released statewide score averages, but cautioned that wide variations in the number of students taking the test in each state—from 3 per cent in some Midwestern states to 69 per cent in Connecticut—rendered many state-by-state comparisons invalid. Following are the state averages:

	Per cent tested	Average score	
		Verbal	Math
Alabama	6%	467	503
Alaska	30%	443	471
Arizona	11%	469	509
Arkansas	4%	482	521
California	38%	421	476
Colorado	17%	468	514
Connecticut	69%	436	468
Delaware	50%	433	469
Florida	38%	423	467
Georgia	49%	392	430
Hawaii	47%	395	474
Idaho	7%	480	512
Illinois	14%	463	518
Indiana	47%	410	454
Iowa	3%	519	570
Kansas	5%	502	549
Kentucky	6%	479	518
Louisiana	5%	472	508
Maine	46%	429	463
Maryland	50%	429	468
Massachusetts	66%	429	467
Michigan	11%	461	515
Minnesota	7%	481	539
Mississippi	3%	480	512
Missouri	11%	469	512
Montana	9%	490	544
Nebraska	6%	493	548
Nevada	17%	442	489
New Hampshire	57%	448	483
New Jersey	65%	418	458
New Mexico	8%	487	527
New York	62%	424	470
North Carolina	47%	395	432
North Dakota	3%	500	554
Ohio	16%	460	508
Oklahoma	5%	484	525
Oregon	42%	435	472
Pennsylvania	52%	425	462
Rhode Island	61%	424	461
South Carolina	49%	384	419
South Dakota	3%	520	566
Tennessee	6%	486	523
Texas	32%	413	453
Utah	4%	503	542
Vermont	54%	437	470
Virginia	51%	428	466
Washington	19%	463	505
West Virginia	7%	466	510
Wisconsin	10%	475	532
Wyoming	5%	489	545

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Conclusions of Panel on Doctors' Education

Continued from Preceding Page

admission shape their college programs. The result too often is premature specialization and failure to obtain a broad, rigorous education. College faculties, by not defining and requiring both breadth and depth for the education of their students, reinforce their students' tendencies toward narrow, premature specialization. Medical faculties encourage students to shape their college programs by requiring specific courses and laboratories and by recommending additional courses that, by implication, will give applicants an advantage. The belief by medical school applicants that medical faculties prefer a narrow science-based preparation is supported by the excessive emphasis many admissions committees give to applicants' scores on the Medical College Admission Test science subtests. An intensive effort is necessary to redeem baccalaureate education from premature specialization.

Recommendation 1: Broadening Preparation

College and university faculties should require every student, regardless of major subject or career objective, to achieve a baccalaureate education that encompasses broad study in the natural and the social sciences and in the humanities.

During the twentieth century, society has become dependent upon the specialized services of professionals and technical experts. This trend has yielded many public and private benefits, but its impact on students—particularly the way in which it has shaped their motivations for continuing their education beyond secondary school—has not always been beneficial. Students often embark upon their baccalaureate studies with one goal in mind: admission to the profession of their choice. The traditional objectives of college education—to sharpen one's critical and analytical skills and to investigate the varieties of human experience through balanced studies in the natural and social sciences and in the humanities—are, thus, displaced by students' preoccupation with doing whatever they think they need to do to get into medical school.

A premedical syndrome, characterizing college students who hope to gain admission to medical school, is often described. Students who exhibit symptoms of this syndrome take course after course in the sciences but avoid advanced studies in the humanities and in other nonscience fields. Because grade point averages in science courses and Medical College Admission Test scores seem to them to be the determinants in the struggle for medical school admission, they do everything to fulfill and enhance these measures of achievement. By the time their college studies are completed, these students often have forfeited the intellectual challenges and rewards that study in the humanities could have afforded.

Concern with the extent to which course work in science dominates the studies of aspiring physicians reflects no bias against science.

Science, however, is in essence an intellectual approach and a rational methodology rather than a body of facts. An accumulation of courses per se does not necessarily represent affinity for, let alone excellence in, science.

Furthermore, study in science motivated solely by desire to find favor with medical school admissions committees is at the least suspect.

Study in science is today an essential ingredient of a broad and thorough education for all baccalaureate students. Natural science, as key to the intellectual and technological ferment of the age and to the complexities of human and other forms of life, is an indispensable ingredient of baccalaureate education for every student rather than for the aspiring physician alone, or even primarily.

Study in the social sciences and in the humanities is an equally necessary element of a broad and rigorous baccalaureate education. To be an informed participant in contemporary society requires understanding of its politics, history, and economics. To appreciate the many dimensions of human experience requires informed reflection upon the literature, the philosophy, and the arts that are included in the cultural heritage of all people in our society.

Recommendation 2: Modifying Admissions Requirements

In framing criteria for admission to medical school, faculties should require only essential courses. Whenever possible, these should be part of the core courses that all college students must take. Medical school admissions committees' practice of recommending additional courses beyond those required for admission should cease. Some institutions may wish to experiment by not recommending any specific course requirements.

College students planning to apply to medical school are expected to fulfill a rigid sequence of required science courses that are prescribed by each school. Many schools also suggest additional courses. Since applicants apply on average to nine schools, if they take the required and suggested science courses prescribed by each, their opportunities to pursue study in the social sciences or in the humanities are restricted severely. If college students who are preparing for medicine are to achieve a broad baccalaureate education, required courses should be held to a minimum, additional courses should not be suggested, and admissions committees should give preference to students whose transcripts show that they have pursued successfully a wide range of study.

Recommendation 3: Requiring Scholarly Endeavor

College faculties should make the pursuit of scholarly endeavor and the development of effective writing skills integral features of baccalaureate education.

Scholarly endeavor requiring originality, research, and ability to write challenges students to think and express themselves. Effective writing characterized by accurate grammar, sound analysis, and persuasive argument should be cultivated in regular practice through required assignments. Such skills can be developed in many disciplines.

Recommendation 4: Making Selection Decisions

Medical school admissions committees should make final selection decisions using criteria that appraise students' abilities to learn independently, to acquire critical analytical skills, to develop the values and attitudes essential for members of a caring profession, and to contribute to the society of which they are a part.

They should use the Medical College Admission Test only to identify students who qualify for consideration for admission. Medical faculties should determine whether the relative weights accorded by their admissions committees to the scores in the six sections of the Medical College Admission Test are consistent with the best use of the examination as a predictive instrument.

The Association of American Medical Colleges is encouraged to continue its efforts to add an essay section to the Medical College Admission Test.

The selection of students who will be admitted to the study of medicine is the prerogative of each medical school's faculty. Faculty admissions committees should consider all of the qualities that characterize each candidate and make selection decisions on the basis of the full spectrum of their potential for a career in medicine.

The ability to achieve academically is clearly one essential quality, and candidates' college academic records and scores on the Medical College Admission Test provide an estimate of this quality. Because admissions committees must assess thousands of candidates from many different colleges, the scores on the Medical College Admission Test are a major factor in determining their academic potential.

Too often, however, small differences in scores on the examination are used to differentiate among candidates with comparable academic qualifications and, thus, to make final selection decisions. This represents an inappropriate emphasis on an instrument that is designed to assess only part of the students' overall qualifications to study medicine.

The Medical College Admission Test has a powerful influence on what students perceive to be principal determinants of selection for medical school. As presently constructed, the examination reinforces the tendency of students to focus their studies on biology, chemistry, and physics. Admissions committees tend to place greater weight on scores in these subtests. The three subtests that evaluate candidates' skills in problem solving, reading, and quantitative analysis are general-

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More than 84 Pct. of 1983 Medical Graduates Had Debts for Education Costs, Survey Finds

WASHINGTON

More than 84 per cent of the students who graduated from medical school in 1983 had education debts to pay off, the Association of American Medical Colleges has reported.

Nearly a quarter of the students—22.3 per cent—had debts of $30,000 or more.

That degree of student indebtedness is due to "substantial increases in tuition and decreases in the availability of financial assistance in recent years," said the report of the association's annual survey of senior medical students.

About 10,500 students, or 65 per cent of all medical-school seniors, responded to the survey, which was published in the September issue of the *Journal of Medical Education*.

The survey found that 29.5 per cent of the students had education debts before they entered medical school, and that aid other than loans was difficult for students to obtain once they entered medical school. Less than half of the students reported that they had received any type of scholarship during medical school.

The average debt of students at private medical schools was $26,535, compared to $20,249 for students at public institutions.

'Inadequate' Instruction

On questions about curricula, more than 50 per cent of the students said they felt that the amount of instruction they received in research techniques, preventive care, nutrition, medical-care cost control, and practice-management skills was inadequate.

Internal medicine and family practice were the two most popular specialties among senior medical students, with 15.1 per cent hoping to enter a residency program in family practice and 12.9 per cent hoping to enter a program in internal medicine.

About three-quarters of the students said their first choice for a career was clinical practice, while full-time academic careers were the first choice of the other quarter.

Some medical-school administrators have expressed concern that rising debts could force some students interested in research to forgo research careers because they felt they had to enter lucrative private practice to pay off their educational debts.

Many administrators have advocated that students be involved in some sort of research during medical school to help stimulate their interest in research careers.

The survey report noted that "although more than a third of the students reported some research involvement while in medical school, only 13.2 per cent indicated that they planned to be exclusively or significantly involved in research after graduation, and only 25.3 per cent of those indicating their career choice chose some type of research-related career as their first choice."

—CHERYL M. FIELDS

Senior Medical Students' College Debts

Amount of debt	Premedical	Medical	Total
None	70.5%	15.6%	13.8%
$1 to $4,999	20.2%	3.0%	3.5%
$5,000 to $9,999	7.0%	6.2%	6.4%
$10,000 to $14,999	1.3%	9.9%	9.5%
$15,000 to $19,999	0.5%	15.8%	15.2%
$20,000 to $24,999	0.3%	17.4%	16.6%
$25,000 to $29,999	0.1%	9.8%	10.2%
$30,000 to $49,999	0.1%	18.4%	20.0%
$50,000 or more	0.0%	3.9%	4.7%

Their Career Plans

	First choice	Second choice	Third choice
Full-time academic faculty appointment			
Basic-science teaching, research	1.1%	1.8%	1.3%
Clinical-science teaching, research	23.5%	13.6%	15.3%
Salaried research scientist			
Basic medical sciences	0.2%	0.8%	1.0%
Clinical sciences	0.5%	2.2%	2.5%
Private medical practice			
Solo	4.0%	3.8%	12.0%
With 1 other physician	10.8%	24.2%	9.1%
With 3 or more physicians	35.4%	20.2%	13.1%
Undecided	11.5%	5.1%	5.6%
Salaried clinical practice			
Hospital	6.5%	14.3%	17.6%
Prepaid group clinic	2.6%	9.9%	13.7%
State or federal agency	3.7%	3.6%	6.2%
Administration	0.3%	0.4%	2.7%

Their Choice of Specialization

Allergy, immunology	0.3%
Anesthesiology	4.5%
Critical care	0.2%
Colon, rectal surgery	0.1%
Dermatology	1.3%
Emergency medicine	2.7%
Family practice	15.1%
Internal medicine	12.9%
Cardiovascular disease	2.9%
Critical care	0.3%
Endocrinology, metabolism	0.8%
Gastroenterology	1.1%
Hematology	0.8%
Infectious disease	1.0%
Medical oncology	0.8%
Nephrology	0.5%
Pulmonary disease	0.4%
Rheumatology	0.4%
Neurological surgery	1.0%
Nuclear medicine	0.1%
Obstetrics, gynecology	6.1%
Gynecologic oncology	0.3%
Maternal, fetal medicine	0.5%
Reproductive endocrinology	0.7%
Opthalmology	3.5%
Orthopedic surgery	5.6%
Otolaryngology	2.1%
Pathology	2.6%
Pediatrics	6.0%
Cardiology	0.5%
Critical care	0.2%
Endocrinology	0.2%
Hematology, oncology	0.5%
Nephrology	0.1%
Neonatal, perinatal medicine	0.4%
Physical medicine, rehabilitation	0.8%
Plastic surgery	1.4%
Preventive medicine	0.2%
Psychiatry	4.0%
Child	0.7%
Neurology	1.3%
Child	0.2%
Radiology	0.3%
Diagnostic	4.6%
Therapeutic	0.5%
Surgery	5.5%
Critical care	0.2%
Pediatric	0.5%
Thoracic surgery	1.2%
Urology	1.6%
Did not specify a specialty	0.6%

Note: Data are based on responses of senior students in medical college in 1983. The number of respondents in segments of the survey varied from 9,170 to 10,399.

SOURCE: ASSOCIATION OF AMERICAN MEDICAL COLLEGES

'In' Box

"Thought & Action," the National Education Association's new publication for higher education, made its debut this month with articles on research in academe, many of them concentrating on issues raised by the universities' current relationships with business and industry.

In an introduction, Susan Waugh, one of eight members of the journal's review panel, said the theme had grown out of concerns expressed by faculty members about the new role of research at their institutions and about their own projects.

"Corporate influence on the nation's campuses has thrown into doubt the academy's fidelity to its traditional mission," she said. "It's time to confront that doubt." The first dozen articles in the 180-page journal deal with that concern.

Other sections concentrate on public policy, public-interest issues, and labor relations. The publication concludes with a review of women's-studies journals.

The content of the journal, which will appear twice a year, will be developed around a single theme, according to the *Thought & Action* review panel. The next issue, due in February, will focus on collective bargaining. The following one will concentrate on the personal emotions and responses of faculty members to their institutions and disciplines.

Thought & Action will be distributed without charge to about 80,000 academics. The journal is available to others as part of a publication package, which includes the *Higher Education Advocate*, published 16 times a year, and the annual *Almanac of Higher Education*. The cost is $30 a year in the United States and $40 for subscribers overseas.

To receive the package, contact *Thought & Action*, N.E.A. Communications, 1201 16th Street, N.W., Washington 20036.

▪

For administrators who must arrange for the communications services required by higher-education institutions, the National Association of College and University Business Officers has published a handbook called *Contracting for Communications Services*.

The book provides general guidelines for procuring telecommunications, cable television, and computing services, as well as contracting for typesetting, printing, and postal substations on campus. In some cases the book offers guidance for purchasing equipment, such as computing machinery and the accompanying service contracts. The sections, which include sample forms and specifications, were written by administrators in higher education and industry.

The 80-page handbook, which costs $15, is the first in a series of supplements to *Contracting for Services*, a step-by-step guide that includes sample contracts. That book, published last year, is available for $25. The guides may be purchased together for $35. Contact N.A.C.U.B.O., One Dupont Circle, Washington 20036.

Personal & Professional

On Most Campuses, Faculty Work Conditions Are Said to Be Unchanged or Improving

More private colleges than public ones report increases in such benefits as travel

By JEAN EVANGELAUF

Faculty working conditions are generally unchanged or improving at colleges and universities, although more private colleges than public ones are reporting increases in such benefits as travel opportunities and secretarial and library services, according to a *Chronicle* survey of chief academic officers.

The officers at private institutions also gave their faculty members higher marks for performance and attitude than the officers at public institutions gave their faculty members.

"The figures on working conditions don't surprise me," said Russell Edgerton, president of the American Association for Higher Education. "The private colleges have already gone through a lot of the belt tightening that the states are now undertaking.

"Furthermore, private colleges have more budgetary flexibility. For example, some states have a ban on out-of-state travel just by fiat. Those across-the-board policies can harm public colleges."

Travel and Secretarial Help

Dale Parnell, president of the American Association of Community and Junior Colleges, said, "Public colleges are going through tremendous and volatile financial stringencies. Rather than cut back on faculty, travel and secretarial help are the first to go."

The survey was conducted for *The Chronicle* by John Minter Associates, a research organization in Boulder, Colo. The academic officers were asked to compare 1983-84 with 1982-83.

Over all, a majority of the academic officers reported no change in the quality of faculty performance. However, nearly half of those at private four-year colleges thought that the quality had improved, while only a third of their colleagues at public institutions agreed. About a quarter of those at public two-year institutions reported improved faculty performance.

Over half of the academic officers thought that the competence of newly hired faculty members was up. About 45 per cent said that the number of faculty members with doctorates had increased.

"Because of the state of the economy, there's more competition for jobs, and that's allowing colleges to pick people with better qualifications," Mr. Parnell said.

About 31 per cent of the academic officers at private institutions and 15 per cent at public ones noted greater faculty loyalty and commitment to the institution.

"Those differences may be due to the size of the college, regardless of whether it's public or private," Mr. Edgerton said. Faculty members at small liberal-arts colleges are often more loyal than those at large institutions, he said. "Of course, if you're sitting in a rural college for the rest of your life with 40 colleagues, you may not be too happy, but size does have a lot to do with loyalty and the quality of education," he continued.

More Concern About Teaching

One-third of the academic officers said faculty members were more concerned about teaching, and 44 per cent reported that faculty concern about student advising was up.

Over all, less than 10 per cent said that professors were teaching more classes, but nearly a quarter said that the number of students per class was up.

"You can eliminate a secretary here or a book out of the library there, but increasing the student-faculty ratio is where you can get the most savings," Mr. Parnell said. "You won't find faculty members teaching more classes, because that's determined by formal or informal agreements."

A majority of the academic-affairs officers reported no change in the number of classes taught by full-time faculty members.

The survey results are based on responses from provosts, vice-presidents for academic affairs, and other top officials at 162 public and 177 private institutions that were part of a stratified random sample. The response rate of the survey was 69 per cent.

A table containing results of the *Chronicle* survey appears on Page 28.

Texas Tech Professors Hit Revisions in Tenure Code

LUBBOCK, TEX.

Faculty members at Texas Tech University have urged the board of regents to delay the implementation of a controversial, revised tenure code.

Charging that the draft code is ambiguous and could threaten their right to due process, the professors asked the board not take up the issue when it meets this week.

Leaders of the faculty senate and members of the campus chapter of the American Association of University Professors have pointed to informal polling within departments indicating dissatisfaction with the draft code, which administrators and faculty leaders have wrestled over since last spring.

Lauro Cavazos, Texas Tech's president, has maintained that he will forward the revised tenure policy to the regents as planned.

According to Benjamin H. Newcombe, president of the A.A.U.P. chapter, the informal polling indicated that three out of four faculty members oppose the revision.

He said their concern centers on language that calls for the president "to take the necessary steps to keep tenure levels within desirable ranges." Also controversial are suggested comprehensive reviews of the performance of all tenured faculty members.

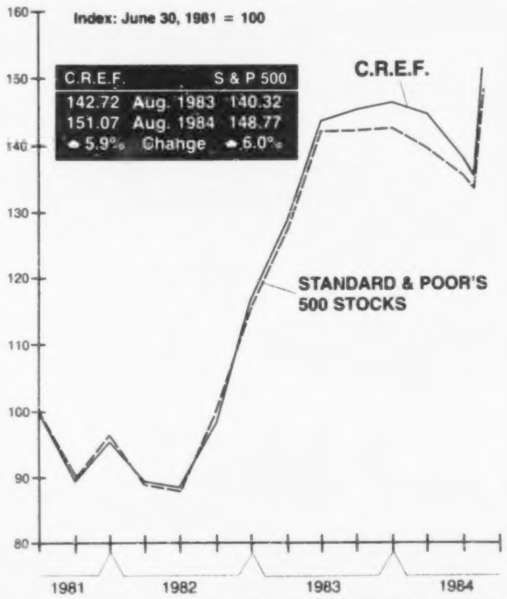
Evelyn Davis, chairman of the faculty senate, charged that professors have not been given enough time to consider the proposal.

"There's a very authoritative tone to the policy," Ms. Davis said. "The tone is that decisions are going to be made from the top, without consultation with the faculty."

Action on the policy was first scheduled for a board meeting last May. At that time, a strong outcry from professors led to the formation of an advisory panel to review the proposal over the summer. Several of the most controversial provisions—including specific tenure quotas—were omitted in a new draft of the code, which was presented to faculty members for discussion early this month.

At a universitywide faculty meeting last week, professors voted for a moratorium on discussion of the tenure issue for one year, and asked that future drafts be presented to the faculty senate for ratification.

Pension Money in the Stock Market



SOURCE: COLLEGE RETIREMENT EQUITIES FUND

Pension funds invested in common stocks by the College Retirement Equities Fund had a total investment return (changes in market value, plus dividends, less investment costs) of 5.9 per cent during the 12 months ending August 31. The value of one "accumulation unit" (share) for August was $66.91.

Summary of Suggestions by Commission on Leadership

Governing boards urged to review character of presidencies and make necessary changes

WASHINGTON

Following is a summary of the recommendations and suggestions by the Commission on Strengthening Presidential Leadership. The main recommendations in each section are quoted in full; most of the other points have been paraphrased.

Making the Presidency Effective and Attractive

"Because of the decline in the attractiveness of many presidencies (as viewed by some able candidates and also by many incumbents), each governing board should periodically review the character of its institution's presidency (how it looks to the incumbent, for example, and how it might look to prospective occupants) and should make the necessary changes."

► In examining the presidency, board members might get some outside advice—from presidents or former presidents of similar institutions, from experienced board members, or from professional search personnel.

► Make the president a member of the board.

► The board should make sure that the president has an adequate and competent staff.

► The president should be both the chief executive officer of the board and the chief academic officer of the faculty and the institution.

► Where faculty members are unionized, someone other than the president—another officer of the institution or an outside specialist—should handle negotiations.

Searching for a New President

"Because sunshine laws and practices in personnel matters frequently reduce the opportunities for obtaining the best possible new president, such laws and practices should be subject to re-examination and change. Names of presidential candidates should be kept confidential to reduce the chances of withdrawal or other embarrassments. It is essential that every effort be made to ensure that the processes followed are fair and that all candidates are considered on their merits."

► Terminations of presidential appointments should be decided by the entire board and carried out sensitively.

► The board, in consultation with the faculty and other campus constituencies, should carry out "institutional self-examination" to help it match the institution and the president.

► Name an interim president to gain time for making the actual presidential appointment, don't necessarily limit the search to people in higher education, and don't overlook internal candidates.

► Consider using a professional search firm.

► Seek advice—on a confidential basis—from faculty members, students, and alumni.

► Bring candidates to the campus one at a time; having several of them visit simultaneously is "very likely to break confidentiality."

Aiding Entrance to the Presidency

"We found many misunderstandings between boards and presidents (and presidents' spouses). The board should be prepared to discuss all relevant conditions surrounding (and perquisites attached to) the position of president before any formal announcement is made. Prospective presidents should raise all issues pertinent to them."

► Set terms for the role of the president's spouse, giving the spouse "every opportunity" to discuss the details.

► "The board and the new president should discuss the prospective future of top-level staff directly, openly, and early." Some boards have come to depend on a "second level of officers"; in fairness to the new president, the board should say who these people are. "But the president should be able to override these judgments, and the board on its own initiative should make clear to all staff members that they report and are responsible to the president."

Supporting the President

"Board support of presidents is crucial but not often given careful consideration. At least once a year (perhaps when the review of officers' compensation is carried out), boards should give formal consideration to their provisions for support of the president and the president's spouse, if any and if active."

JOHN C. PHILLIPS

Clark Kerr headed commission that cited "urgent need" for improving campus leadership.

► The board should review itself to determine whether it is "creating an effective environment for presidential leadership." Presidents say they are handicapped if board members become representatives of factional interests.

► A line should be drawn between management by the president and policymaking by the board—setting missions, approving the budget, and setting guidelines for individual decisions.

► Provide for presidents' vacations and professional development. Reward presidents and their "active" spouses with adequate compensation, including words of encouragement and appreciation.

► Encourage faculty support of the president, such as through advisory committees.

Conducting Presidential Reviews

"Although we found that formal reviews have more often done harm than good, we believe that reviews of

Advice for Trustees and Aspiring Presidents

Continued from Preceding Page

long-term, successful presidents and chancellors—but not "necessarily" endorsed by the panel in every case:

"Be lucky—in terms of time and place."

"Don't promise too much in advance."

"But early on, provide a vision and a structure for implementing it."

"Spend time with individual board members."

"Walk the campus and listen a lot; the leg is better than a letter for carrying a message."

"Be ready to fight—but only fight for what you are willing to die for."

"You must realize that you are not responsible for all the faults of all others in the institution; and, more important, your board should realize this also."

"Don't give all of your heart to the institution; . . . you may lose it."

"Never surprise the board."

"Cultivate patience; outsit faculty dissidents who have the rumps of Stalinists."

"If you must tell someone to go to hell, try to help them look forward to the trip."

"Keep the place alive and awake—yourself, too."

"Don't cackle like a hen that's laid an egg every time you achieve something."

"Don't let routine work drive out nonroutine work."

"Remember that . . . the success of the institution lies in the success of the individuals within it."

"Convince your board members to keep their eyes, ears, and minds open—and their hands off."

"It is better to spend your time on recruiting and training staff members than on supervising and dismissing them."

"When your stock is down, don't expect too many friends to step forward."

"Be prepared to lose friends and make enemies."

"Know when not to leave and when to leave; and when you do leave, do not add to the pain of the one who follows."

"Save a little time for laughter along the way."

"Be lucky—in having a good governor or a good chair of the board or both." —R.L.J.

CHRONICLE SURVEY

Views of Academic Officers on Faculty Quality and Performance

Working Conditions

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions*
Secretarial and related assistance				
Increased	9.4%	28.9%	17.8%	20.4%
No change	68.4%	65.1%	68.9%	67.0%
Decreased	22.2%	6.0%	13.3%	12.7%
Research support				
Increased	31.4%	41.5%	13.6%	33.8%
No change	55.1%	56.1%	79.5%	59.3%
Decreased	11.9%	2.4%	2.3%	5.6%
Library services				
Increased	39.0%	50.9%	20.0%	42.5%
No change	53.4%	44.2%	73.3%	51.6%
Decreased	7.6%	4.2%	6.7%	5.6%
Professional travel				
Increased	14.7%	37.2%	15.6%	26.5%
No change	54.3%	54.9%	60.0%	55.4%
Decreased	30.2%	7.9%	24.4%	17.9%
Teaching load, number of classes				
Increased	11.1%	6.1%	4.4%	7.7%
No change	82.1%	89.7%	88.9%	87.0%
Decreased	6.8%	4.2%	6.7%	5.3%
Teaching load, number of students				
Increased	36.8%	14.0%	31.8%	24.4%
No change	53.8%	68.9%	56.8%	62.2%
Decreased	8.5%	17.1%	11.4%	13.1%

* Includes private 2-year institutions.

Note: Survey data are based on responses from 162 public and 177 private institutions. The response rate was 69 per cent. Responses that fall under the "Don't know" category are not included, so percentages may not total 100. Technical inquiries about the survey design and sampling techniques should be addressed to John Minter Associates, P.O. Box 107, Boulder, Colo. 80306.

Working Conditions *Continued*

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions*
Work load in committee work, advising, etc.				
Increased	27.4%	17.0%	20.0%	21.0%
No change	70.9%	81.2%	77.8%	77.2%
Decreased	0.9%	1.2%	2.2%	1.2%

Attitudes and Performance

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions*
Concern for teaching				
Increased	26.3%	42.2%	25.0%	34.0%
No change	66.9%	54.8%	70.5%	61.5%
Decreased	2.5%	0.6%	0.0%	1.2%
Concern for advising students				
Increased	38.1%	48.8%	35.6%	43.8%
No change	51.7%	47.6%	55.6%	49.7%
Decreased	5.1%	2.4%	4.4%	3.5%
Willingness to innovate				
Increased	20.3%	39.2%	34.1%	32.4%
No change	64.4%	57.8%	47.7%	58.4%
Decreased	8.5%	1.8%	11.4%	5.3%
Productivity in research and scholarship				
Increased	43.2%	44.6%	9.8%	39.0%
No change	50.0%	52.4%	75.6%	54.8%
Decreased	5.1%	1.8%	7.3%	3.9%

Attitudes and Performance *Continued*

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions*
Loyalty and commitment to the institution				
Increased	15.4%	30.7%	22.7%	24.3%
No change	60.7%	61.4%	65.9%	61.8%
Decreased	17.9%	5.4%	6.8%	9.8%
"Quality" of faculty performance				
Increased	33.9%	49.1%	24.4%	39.8%
No change	61.9%	49.1%	68.9%	56.9%
Decreased	0.8%	1.2%	0.0%	0.9%

Characteristics

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions*
Percentage with Ph.D. or equivalent				
Increased	46.6%	47.9%	31.8%	44.7%
No change	51.7%	49.1%	63.6%	52.1%
Decreased	1.7%	3.0%	2.3%	3.0%
Classes taught by full-time faculty members				
Increased	15.3%	24.8%	20.0%	20.6%
No change	66.9%	62.4%	51.1%	62.5%
Decreased	16.9%	12.1%	28.9%	16.2%
Competence of new additions to faculty				
Increased	55.1%	54.5%	44.4%	52.8%
No change	40.7%	44.8%	4[illegible]7%	44.2%
Decreased	0.8%	0.6%	0.0%	0.6%

SOURCE: SURVEY FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES

Sidelines

Those 50-yard-line seats may be a bit more expensive as a result of a new ruling by the Internal Revenue Service. The I.R.S. says it will no longer allow tax deductions for donors to college athletic groups if the gifts result in special benefits to the givers.

A spokesman for the I.R.S. said a common arrangement has been for a booster to donate a certain amount of money to an athletic program, and in return to be allowed to buy preferred seating, say on the 50-yard line for football or at midcourt for basketball.

Because such a donation results in a special benefit for the contributor, the donation cannot be considered charitable and is therefore not deductible, the spokesman said.

Contributions can be claimed as legitimate deductions, he said, only if donors exclude the amount that qualifies them for preferential treatment. For example, if a donor contributes $1,000, and a $300 donation is required to be able to purchase tickets on the 50-yard line, then $700 would be deductible.

■

Beware of drugs and be aware of the value of higher education. That's the gist of two series of television messages prepared by the National Collegiate Athletic Association.

The educational messages feature testimony to the value of education by 10 former college athletes. The speakers, who went on to gain success in fields other than sports, suggest that their success stems from dedication to athletic and academic goals. Each TV spot lasts 60 seconds.

The drug series consists of ten 30-second warnings about drug use from coaches, TV personalities, and college athletes.

Speakers include Pat Head Summitt, coach of the 1984 U.S. Olympic women's basketball team; Vince Dooley, football coach at the University of Georgia; Doug Flutie, quarterback for Boston College; and Ed Marinaro, star of TV's "Hill Street Blues."

The announcements are available at no cost to conferences or groups of institutions that have a national television agreement, and at a charge to individual institutions.

■

John Rosenberg, new football coach at Brown University, has set up what he thinks is the first footbal coaching internship program.

Will Lewis and Mike Weston, two players in the United States Football League, have joined Brown as the program's first interns.

Mr. Rosenberg came to Brown from the U.S.F.L., which plays its games in the spring and summer and is idle during the traditional college season. He sent letters to all the teams in the league at the beginning of the summer, when the pro league's season ends, inviting current players interested in future careers in coaching to work with him for a season to see what it was all about.

More than a dozen players applied. The successful candidates will try their hand at recruiting and scouting as well as the coaching on the field.

Athletics

NCAA Violations by U. of Florida Admitted by Its President; He Pledges Tight Controls

Football coach, Charley Pell, is fired after acknowledging responsibility for infractions

GAINESVILLE, FLA.

The president of the University of Florida last week admitted that his institution had violated National Collegiate Athletic Association rules and vowed to bring the university's football program under tight control to avoid future wrongdoing.

President Marshall Criser also dismissed Charley Pell, the university's football coach, who had accepted responsibility for the rules infractions even before they were announced.

In a 300-page letter to the N.C.A.A., Mr. Criser acknowledged that "athletic representatives" of the university had broken a number of association rules.

The university had been served notice of the N.C.A.A.'s official inquiry a week earlier in a 75-page letter that detailed 107 allegations of wrongdoing in the football program.

2,000-Page Response

Mr. Pell was accused of maintaining a slush fund to pad salaries of assistants and to pay for spying on opponents. The N.C.A.A. also charged that Mr. Pell had arranged the sale of players' complimentary tickets and that he and assistant coaches had contacted potential players more often than association rules permit.

The university's response to the N.C.A.A. included more than 2,000 pages of documentation of its wrongdoing.

"There is no question that this matter has been damaging to our university and has been psychologically and physically debilitating to me and my family," Mr. Criser said. "Only time and events will tell how long it will take for these scars to heal."

He added, "For whatever time I am privileged to be president of this university, we will strive for excellence in academics and in our athletic programs. But the athletic programs at this university will operate for the benefit of this university. The university will not be operated for the benefit of the athletic programs."

UPI/BETTMANN ARCHIVE

Charley Pell, left, shakes hands with Tulane University coach Wally English after winning his last game as coach at the University of Florida.

After reviewing the N.C.A.A. charges, Mr. Criser relieved Mr. Pell of his coaching duties and put him on administrative leave. "While he and I had both hoped at an earlier time that he would be able to complete the regular season, I have concluded that such cannot be the case," Mr. Criser said.

Mr. Pell turned down an offer to remain at the university in another capacity, say-

Continued on Following Page

Better Medical Equipment and Personnel Said to Help Curb Football Injuries and Deaths

EUGENE, ORE.

More sophisticated emergency equipment and better trained medical personnel on the sidelines are helping to reduce the number of football-related injuries and deaths each year, according to researchers who compile statistics on football injuries at high schools and colleges.

One example occurred here this month when emergency treatment of a head injury by a University of Colorado team physician during a football game was credited with saving a player's life.

Edward G. Reinhardt, the Colorado player, remained in critical condition here last week after undergoing brain surgery for an injury that doctors believed occurred when he was tackled during a game against the University of Oregon.

Player in Critical Condition

A spokesman for Sacred Heart General Hospital said Mr. Reinhardt remained unconscious, but that his condition had improved slightly after surgery to remove a blood clot from the left side of his brain.

Mr. Reinhardt, a 19-year-old tight end for Colorado, had collapsed on the sidelines shortly after being tackled in the closing minutes of the September 15 game.

While on the sidelines, the team's physician, Peter Ewig, treated Mr. Reinhardt with an intravenous injection of mannitol, a drug used to reduce the swelling of the brain. Dr. Ewig says he has kept that drug in his medical kit at games since 1977 for just such an emergency.

Dr. Ewig said he did not know whether other team physicians commonly carry mannitol, but he decided to keep the drug in his kit after one of his players suffered an injury in which his brain swelled after blood collected under his skull.

Arthur Hockey, the neurosurgeon in charge of the operation on Mr. Reinhardt, was attending the game as a spectator He credited Dr. Ewig's emergency treatment with possibly saving Mr. Reinhardt's life.

Dr. Ewig, who has served as Colorado's team physician for the past 12 years, said his emergency-treatment procedures have changed little during the past decade.

However, two researchers at the University of North Carolina at Chapel Hill say the trend of providing more sophisticated emergency equipment and better trained personnel on the sidelines at high-school and college games has helped reduce the number of football-related injuries and deaths each year.

"I would absolutely state that health care is better now," said Carl S. Blyth, a professor of physical education at Chapel Hill. He and Frederick O. Mueller, also a physical-education professor there, compile annual statistics on football injuries and deaths.

Better Equipment Cited

Part of the reason the number of football-related deaths in high school and college dropped from 36 in 1968 to 4 last year, he said, is that protective equipment has been improved.

Better coaching techniques, better emergency care, and more physicians and athletic trainers qualified to treat sports injuries are also major contributing factors, he added.

Mr. Blyth said many major universities,

Continued on Following Page

Notes on Sports

Arizona State U. Disciplined by Pacific-10 Conference

The Pacific-10 Conference has ordered Arizona State University to give up five track scholarships over the next two years as punishment for breaking conference rules.

Arizona State, which was also placed on probation for two years, exceeded the conference limit of 12 track scholarships during the 1982-83 academic year, according to Thomas C. Hanson, commissioner of the conference. He said the university had improperly reduced scholarship aid to three track athletes in a retroactive attempt to meet the conference limit.

Mr. Hanson also said that Oregon State and Washington State Universities were reprimanded by the conference for breaking basketball rules by allowing teams to leave their campuses for conference games sooner than the rules permit.

Former College Player Settles Suit with Pro Football League

Robert Boris, a former University of Arizona football player, has reached an out-of-court settlement in his lawsuit against the United States Football League for refusing to hire college undergraduates.

Details of the settlement were not made public.

Mr. Boris, a punter at Arizona who dropped out of college in October, 1982, brought the suit after the league refused to permit him to try out for one of its teams because of its so-called "undergraduate rule." Under that rule, the U.S.F.L. and the longer-established National Football League refused to hire players whose college class had not graduated.

Faced with exclusion from professional competition until the fall of 1985, Mr. Boris sued, claiming that the policy violated antitrust law and his personal rights. The league granted him an exemption, as it later did to a number of other players including 1982 Heisman Trophy winner, Herschel Walker.

Mr. Boris was hired, then cut, by one U.S.F.L. team, and he tried out unsuccessfully with another team. But he continued to press his lawsuit and sought monetary damages.

In February, a federal district court in Los Angeles ruled that the U.S.F.L.'s policy was illegal. The league, in effect, dropped the rule in March of this year when it allowed one of its teams to sign Marcus Dupree, a running back who had dropped out of two colleges.

College that Dropped Football Used Ineligible Players

Saint Peter's College, which dropped football for the season after being trounced 72 to 0 by Catholic University in its opening game, said last week that it had used four ineligible players in that game.

William A. Stein, director of athletics, said last week that Bobby Morgan, the football coach who was fired after the defeat, had padded the roster to make it appear that the team had enough players to complete the season.

"We didn't find that out until after the game," Mr. Stein said. "One kid played who had never been to practice, and one had practiced for only two days. But the roster doesn't show who practices."

Of the other two ineligible players, one did not have enough academic credits to play, and the other was a transfer student not yet eligible.

Mr. Stein said he had notified the National Collegiate Athletic Association of the infractions and that the college was ready to accept any action by the association. Saint Peter's is a member of the N.C.A.A.'s Division III.

S. David Berst, director of enforcement for the N.C.A.A., said last week that it is not uncommon for an institution to report eligibility problems to the association.

He said that, while he could not speak specifically about the Saint Peter's situation, eligibility questions that are "limited, clerical, or relatively insignificant" usually result in a reprimand, an admonition, or no action at all.

Eight Saint Peter's players were injured in the loss to Catholic University. With only about 20 healthy players remaining, the college decided not to finish the season, but hopes to revive football next year.

Reducing Football Injuries

Continued from Preceding Page

including his own, have physicians trained specifically in sports medicine and athletic trainers who hold physical-therapy degrees.

He said the increased interest in treating sports injuries has produced a larger pool of qualified medical personnel capable of working on the sidelines.

An additional reason for a college to hire such qualified people, Mr. Blyth said, is that it is a way to avoid lawsuits in the event of a serious athletic injury

Following is a table illustrating the leveling off of fatalities and permanent cervical-cord injuries in college and high-school football between 1977 and 1983. The figures were compiled by Mr. Blyth and Mr. Mueller, who define direct deaths as those which result directly from participation in football, and indirect deaths as those caused by "systemic failure as a result of exertion while participating in football activity or by complication that was secondary to a nonfatal injury."

		Deaths	
	Injuries	Direct	Indirect
1977	12	9	6
1978	12	9	9
1979	11	4	9
1980	12	9	4
1981	7	7	6
1982	9	7	10
1983	12	4	9

—KIM McDONALD

U. of Florida Admits Violations of NCAA Rules

Continued from Preceding Page

ing he was disappointed with the treatment given two of his assistant coaches, Joe Kines and Dwight Adams. Both assistants were dismissed, although they had the choice of could completing the season or leaving immediately. He asked Mr. Criser to reconsider the option, "to conform with the standards of dignity"

Of his own firing, Mr. Pell said, "I am very disappointed. We had hoped to be able to complete the season as agreed."

Another assistant coach, Galen Hall, was named interim head coach until a permanent coach is chosen.

Mr. Criser said the successor to Mr. Pell will inherit a strong football program. "However," he added, "to the best of our ability, the program must rid itself of its manifest imperfections and take the necessary steps to insure that infractions are not committed in the future."

The next head football coach will have strict new guidelines to follow, guidelines that will assure compliance with N.C.A.A. regulations, Mr. Criser said.

Mr. Criser, Mr. Pell, other university officials and coaches, and representatives of the Southeastern Conference, to which Florida belongs, were to meet late last week with the N.C.A.A.'s infractions committee to review the charges and the university's response.

The committee will then decide what penalties to impose on the university. The university said that decision is expected within two weeks.

The N.C.A.A. also is looking into suspected infractions in the university's basketball program, Mr. Criser said, but a response to those charges will not be made until formal charges are presented.

—CHARLES S. FARRELL

People in Sports

Diane Geppi Aikens, former lacrosse and volleyball player at Loyola College, to women's volleyball coach.

Delaine Barkley, former tennis player at U. of Tennessee at Knoxville, to women's tennis coach at George Washington U.

Judy Blinstrub, girls' basketball, lacrosse, softball, and field hockey coach at Brimmer and May High School (Chestnut Hill, Mass.), to women's basketball coach and women's soccer coach at Babson College.

Janine White Corley, assistant women's volleyball coach at U. of Texas at Austin, to women's volleyball coach at Northern Arizona U.

Linda Cotter, women's basketball coach at Cabrillo College, to women's basketball coach at U. of Northern Colorado.

Peter Counsell, former assistant women's soccer coach at Boston College, to women's soccer coach at Regis College (Mass.).

Todd Fries, former soccer player at Edinboro U., to men's soccer coach at St. Francis College (Pa.).

Bob Goldberg, assistant men's and women's diving coach at Pennsylvania State U., to men's diving coach.

Bob Guarini, assistant football coach at Rutgers U. at New Brunswick, to wrestling coach and assistant football coach at Davidson College.

Greg Hantak, former soccer player at Southeast Missouri State U., to men's soccer coach at Northeast Missouri State U.

Philip J. Morse, athletic director and football coach at Heidelberg College, to men's track-and-field coach and assistant football coach at Centre College of Kentucky.

Don Lemnus, wrestling coach at Valley City State College, to chairman of the department of physical education and men's and women's cross-country coach at Dickinson State College.

Robert Murrey, athletic director at St. Louis Community College, has retired.

James Pennington, women's track-and-field and cross-country coach at Towson State U., to women's track-and-field and cross-country coach at Springfield College.

Rose Price, assistant professor of physical education at Wheaton College, to women's cross-country and track-and-field coach at North Central College.

Gerry Reis, assistant professor of physical education at St. Louis Community College at Meramec, to athletic director.

Phillip Rowe, men's basketball and baseball coach at New England College, to women's soccer coach at St. Anselm College.

Donna Sass, women's basketball and women's volleyball coach at Urbana College, to women's tennis and women's volleyball coach at Hope College.

Tom Schindler, former assistant women's soccer coach at Chaminade-Julienne High School (Dayton, Ohio), to women's soccer coach at U. of Dayton.

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News Summary

Articles on inside pages

A new journal based in Washington, called *Issues in Science and Technology*, is the first of its kind: a forum for the discussion of science policy. Story on Page 5.

The "Wasp" is a submersible suit that makes it possible to dive 2,000 feet for up to eight hours. Story and pictures on Pages 8-9.

Colleges are hard-pressed to keep up with students' demands for career counseling, according to a new *Chronicle* survey. Story on Page 16.

State "sunshine" laws may become the target of a national effort to help college trustees gain more freedom to conduct official business behind closed doors. Story on Page 18.

"No need" scholarships are offered at more than 80 per cent of the colleges responding to a recent survey. Story on Page 19.

The Supreme Court this term will hear a case concerning union rules that bar workers from resigning from the union during a strike. Story on Page 21.

Computer people in academe tend to read regularly only a few of the scores of computer magazines published today. Story on Page 25.

Funds for intercollegiate athletics at the State University of New York are no longer controlled by students. Story on Page 29.

At Argentine universities the transition from strict military control to democracy has not been easy. Story on Page 33.

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PROPOSITION 48

Presidents Who Backed Academic Rules for Athletes Seem Ready to Compromise

By **CHARLES S. FARRELL**

WASHINGTON

The committee of college presidents that was instrumental in the adoption of stiffer academic requirements for freshman athletes now appears willing to back modifications of them.

The standards, popularly known as Proposition 48, have been attacked by black-college presidents, who charge that the rules, adopted nearly two years ago by the National Collegiate Athletic Association and scheduled to take effect in 1986, would discriminate against black athletes.

To take part in intercollegiate sports, according to Proposition 48, freshmen would have to have a 2.0 high-school grade-point average in a core curriculum of 11 courses, as well as a combined score of at least 700 (out of a possible 1,600) on the Scholastic Aptitude Test or 15 (out of a possible 36) on the American College Testing Program's examination. Black students historically have scored lower on the tests than their white counterparts.

The black-college presidents' concern was borne out last month when an N.C.A.A. study showed that a large number of black athletes who have successfully completed their college educations would have been disqualified from athletic competition as freshmen if the requirements had been in effect.

Alternatives Discussed

Several alternatives to the requirements were discussed at a meeting here of the presidents' panel, the American Council on Education's committee on Division I intercollegiate athletics.

Robert H. Atwell, acting president of the council, said last week, "Virtually all the committee members felt we ought to modify Proposition 48, but that we ought to modify it in a way that meets the concerns of the black college presidents."

Among the possible modifications being considered by the A.C.E. committee:

► Dropping the test-score requirement and using only the core-curriculum requirement.

► Dropping the core curriculum requirement and using only the test-score requirement.

► Requiring freshmen to meet either requirement but not both.

► Allowing different combinations of grades and test scores. For example, a student with high grades could have lower test scores, and vice versa.

► Requiring only that freshmen pass the core curriculum with a 2.0 grade-point average, but permitting an athlete who did not meet that standard to use the standardized test scores as a backup.

Glen R. Driscoll, president of the University of Toledo and a member of the

Continued on Page 31, Column 1

Strength of Dollar Adds to Popularity of Study Abroad

By **THOMAS J. MEYER**

A native of California studying at the University of Göttingen in West Germany rides home from classes every day on a new Peugeot bicycle that cost her less than $150. Some of her classmates are living in $40-a-month apartments. All over Europe—and the rest of the world—American exchange students are enjoying the unusual strength of the dollar.

"It's like being at a big sale," says Lisa J. Shives, a senior from the University of California at San Diego who is spending the year in Pau, France. "Everything's so cheap, you spend too much money."

More and more American students are enrolling in courses of study abroad, and officials who run international programs for U.S. colleges say unusually high exchange rates in many foreign markets may be the reason.

Although they hesitate to pinpoint rec-

Continued on Page 20, Column 1

Bill to Overturn Grove City Rule Killed in Senate

Its supporters, outraged, blame the Republicans

By **CHERYL M. FIELDS**

WASHINGTON

The Senate last week killed legislation to reverse the Supreme Court's Grove City College ruling.

Disappointed supporters vowed to press for passage of the measure early in the next Congress. The legislation would overturn a ruling by the Court that said a law banning sex bias in education applied only to programs that receive direct government aid.

Civil-rights groups and their Congressional supporters expressed outrage at the Senate's 53-to-45 vote to strip the legislation from a continuing resolution needed to provide fiscal 1985 funds for several government agencies. They criticized President Reagan and the Senate's Republican leadership for failing to back the bill and to break a filibuster by the legislation's opponents, led by Sen. Orrin G. Hatch, Republican of Utah.

House Passed It in June

"This is a sad day for civil rights and a shameful day for the United States Senate," said Sen. Edward M. Kennedy, Democrat of Massachusetts and a major sponsor of the legislation.

"If the President of the United States had nodded or winked or whispered, this bill would be law within 24 hours," Senator Kennedy said after a bruising, 16-hour Senate session that lasted into the early morning hours.

The House of Representatives had passed the legislation in June, by a 375-to-32 vote. House Speaker Thomas P. "Tip" O'Neill promised last week that the legislation would be designated HR 1 in the new Congress in January to symbolize its importance.

It was not clear what effect Congress's

Continued on Page 22, Column 1

2,000 Expelled from Strife-Torn University in South Africa

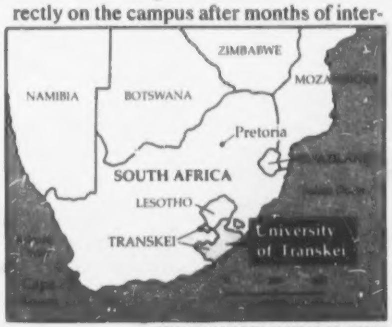
By **HELEN ZILLE**

CAPE TOWN

All 2,000 full-time students at the strife-ridden University of Transkei have been expelled by the Ministry of Education of Transkei, one of the 11 "homelands" established by the South African government under its policy of apartheid.

The unprecedented action came after weeks of unrest at Transkei and at other colleges and universities in South Africa. Students have staged demonstrations and boycotted classes over a series of grievances ranging from living conditions on the campus to the new South African constitution, which gives limited power to the country's Indian and mixed-race minorities but bars any role for the black majority.

The Transkei government intervened directly on the campus after months of intermittent boycotts of classes over alleged corruption on the part of the university administration. At one point during the demonstrations, more than 250 students were detained.



CHRONICLE MAP BY PETER H. STAFFORD

The Ministry of Education ordered the expulsions when students refused to call off the boycotts after the 250 were released. Earlier the university's governing council had rejected a proposal from the faculty senate that classes be suspended for the remainder of the academic year, which ends in November.

According to a ministry spokesman, the only students allowed to remain on the campus are part-timers, most of whom are

Continued on Page 35, Column 1

More Students Seeking Career-Planning Aid from Colleges, Survey Finds

But resources for counseling and placement services haven't kept pace with demand, academic officers report

By JEAN EVANGELAUF

More students are seeking help from their colleges in planning their careers, but resources for career counseling and placement services have not kept pace with the increased demand, according to a *Chronicle* survey of chief academic officers.

Over two-thirds of the officers reported that students were more interested in careers than they were the year before, while half noted increased consciousness of grades and credentials.

Richard F. Stevens, executive director of the National Association of Student Personnel Administrators, said he had observed "a settling down among students. Education is much more expensive than it used to be, and students feel that their degree has got to produce some skills to get a job in a competitive market."

The survey respondents, who are vice-presidents for academic affairs, provosts, and other top academic officials, were asked to compare changes in the character and quality of the academic environment from 1982-83 to 1983-84.

Over all, 36 per cent said the general quality of the learning environment had improved, and two-thirds reported an increase in the use of innovative teaching methods. A majority said there had been no change in the quality of students' academic preparation.

About half of the academic officers said more students were seeking career counseling and placement services; 43 per cent said the availability of career counseling had increased; and 35 per cent reported a greater availability of placement services.

"In the past decade, placement offices have made a transition from the traditional service—bringing recruiters on campus to interview seniors—to helping students, beginning in the freshman year, to select an academic program that fits what they think they're going to do," Mr. Stevens said.

Despite the increased student demand for career services, additional money is hard to come by at many colleges, according to Jesse M. Smith, executive director of the College Placement Council.

"When enrollments go down, the dollars go down, and student services suffer the most," he said. "Furthermore, the people working in student services tend to be very young, and in their first professional jobs. They're so consumed with trying to get their job done, with trying to do more than be a traffic cop between students and employers, that they don't have time to sell their own programs and their own rationale to the institution."

To stretch their resources, Mr. Stevens said, many colleges and universities are training students to act as advisers in orientation programs and in career- and academic-counseling offices.

Richard Sturgeon, director of the advising and information department at the University of Southern Maine and executive director of the National Association of Academic Affairs Administrators, said academic planning and career planning were increasingly intertwined.

"Students face a lot of pressure to become employable, to have a skill," he said. "They don't realize that analytic ability, problem-solving, is a skill in itself. We tell them that it's something you can learn in many disciplines."

James J. Kelly, academic-information coordinator at Pennsylvania State University, said a survey this fall of his institution's freshmen had found that the majority of the top 20 choices of major were related to some profession or career, with computer science the top choice.

"Through our academic-counseling program, we found that about half of the students are not making well-thought-out plans," he said. "Students often make a career choice independent of their academic abilities. Academic advising has to come before career choice, but there is a real interplay between academic advising and career placement."

The link between academic and career planning disturbs some faculty members, said Mr. Smith of the College Placement Council.

Faculty Members 'Not Tuned In'

"Some liberal-arts faculty believe that education is for education's sake, and when you start talking about careers, you are bastardizing the academic process," he said. "Faculty members are not always tuned in to the severe dilemmas students face. Students are going to be in the institution for four years, but they're going to have to work for 40.

"Institutions need to be creating career paths for students. You don't want graduates to say, 'I had to succeed in spite of you, not because of you.' "

Nearly half of the academic officers in *The Chronicle*'s survey thought the quality of career counseling services had improved, and 40 per cent noted an improvement in placement services.

Mr. Sturgeon said that student-services advisers were paying more attention to the needs of older students and those who are making career changes. Mr. Smith said his organization had been informing employers about changing student demographics. "The traditional on-campus recruiter sees 12 people a day who are 21 years old and looking for an entry-level job," he said. "We want them to think about how they're going to recruit the older students who will be graduating in the next few years."

The survey of academic-affairs officers was conducted for *The Chronicle* by John Minter Associates, a research organization in Boulder, Colo. The survey results are based on responses from 162 public and 177 private institutions that were part of a stratified random sample. The response rate was 69 per cent.

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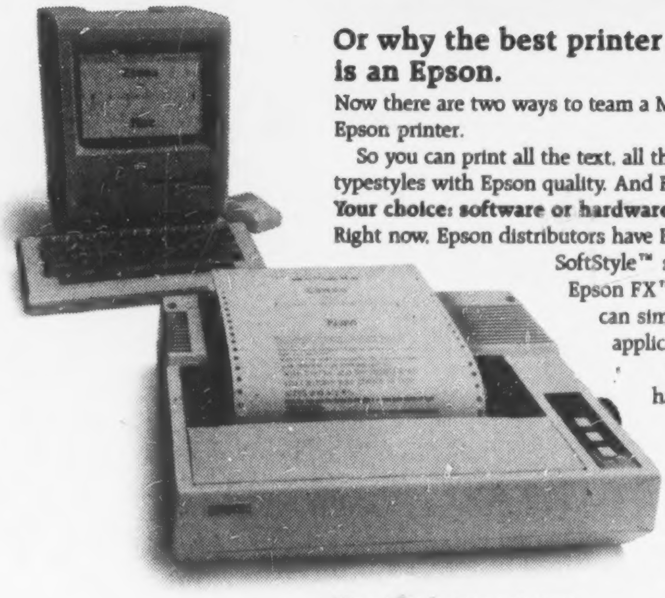

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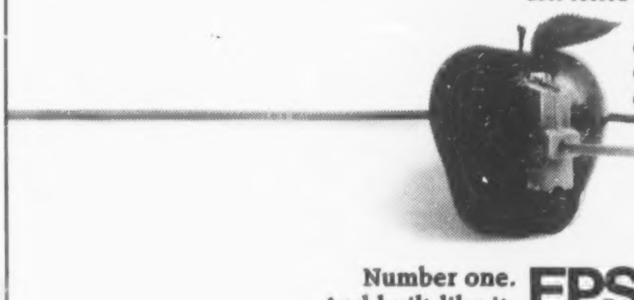

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CHRONICLE SURVEY

Views of Chief Academic Officers on Changes Among Students:

from 1982-83 to 1983-84

Students' Academic Preparation

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions
Reading skills				
Increased	10.3%	13.4%	4.4%	11.3%
No change	70.9%	68.9%	73.3%	70.0%
Decreased	13.7%	14.0%	15.6%	14.2%
Don't know	5.1%	3.7%	6.7%	4.5%
Writing skills				
Increased	11.2%	14.5%	4.4%	12.2%
No change	68.1%	65.5%	62.2%	65.6%
Decreased	16.4%	17.6%	26.7%	18.7%
Don't know	4.3%	2.4%	6.7%	3.6%
Mathematical skills				
Increased	12.8%	17.0%	4.4%	13.9%
No change	65.0%	66.1%	62.2%	64.5%
Decreased	17.9%	15.2%	26.7%	18.3%
Don't know	4.3%	1.8%	6.7%	3.3%
Humanities & social studies preparation				
Increased	8.5%	7.3%	2.2%	6.8%
No change	76.1%	72.7%	75.6%	74.6%
Decreased	8.5%	12.1%	6.7%	10.1%
Don't know	6.8%	7.9%	15.6%	8.6%
Science preparation				
Increased	7.7%	9.8%	6.7%	8.6%
No change	74.4%	69.5%	71.1%	71.2%
Decreased	12.0%	13.4%	13.3%	13.1%
Don't know	6.0%	7.3%	8.9%	7.1%

Students' Attitudes & Behavior

	Public 4-year instituions	Private 4-year insitions	Public 2-year institutions	All institutions
Conscientiousness				
Increased	29.9%	28.5%	25.0%	27.9%
No change	58.1%	68.5%	61.4%	63.8%
Decreased	6.0%	1.2%	6.8%	4.2%
Don't know	6.0%	1.8%	6.8%	4.2%
Interest in careers				
Increased	71.6%	66.7%	61.4%	68.2%
No change	26.7%	32.1%	29.5%	29.2%
Decreased	0.0%	0.6%	4.5%	0.9%
Don't know	1.7%	0.6%	4.5%	1.8%
Interest in liberal learning				
Increased	5.9%	8.5%	13.3%	8.3%
No change	44.1%	60.4%	40.0%	51.2%
Decreased	44.1%	28.7%	37.8%	35.8%
Don't know	5.9%	2.4%	8.9%	4.7%
Grade & credential consciousness				
Increased	55.6%	52.7%	33.3%	50.3%
No change	39.3%	45.5%	55.6%	45.0%
Decreased	1.7%	0.6%	4.4%	1.8%
Don't know	3.4%	1.2%	6.7%	3.0%
Commitment to the institution				
Increased	17.1%	21.2%	8.9%	17.5%
No change	73.5%	73.9%	77.8%	74.6%
Decreased	4.3%	3.6%	6.7%	4.4%
Don't know	5.1%	1.2%	6.7%	3.6%
Participation in extracurricular activities				
Increased	12.7%	23.2%	13.6%	17.5%
No change	71.2%	69.5%	65.9%	69.4%
Decreased	11.0%	4.9%	15.9%	9.2%
Don't know	5.1%	2.4%	4.5%	3.9%
General academic achievement				
Increased	31.6%	31.7%	24.4%	30.0%
No change	61.5%	64.0%	68.9%	64.1%
Decreased	3.4%	2.4%	4.4%	3.3%
Don't know	3.4%	1.8%	2.2%	2.7%
Interest in contemporary public affairs				
Increased	7.6%	18.2%	8.9%	13.0%
No change	64.4%	66.7%	66.7%	64.9%
Decreased	21.2%	10.9%	11.1%	15.3%
Don't know	6.8%	4.2%	13.3%	6.8%
Political activism				
Increased	2.5%	8.5%	6.7%	5.9%
No change	57.6%	65.9%	62.2%	61.8%
Decreased	34.7%	21.3%	20.0%	26.3%
Don't know	5.1%	4.3%	11.1%	5.9%
Use of drugs				
Increased	1.7%	1.9%	0.0%	1.5%
No change	36.8%	52.5%	53.3%	46.9%
Decreased	34.2%	30.9%	24.4%	31.0%
Don't know	27.4%	14.8%	22.2%	20.6%

Note: The column listing all institutions also includes 2-year private schools. Survey data are based on responses from a stratified random sample of 162 public and 177 private institutions to questions about 1983-84 trends. The response rate was 69 per cent. Technical inquiries about the survey design and sampling techniques should be addressed to John Minter Associates, P.O. Box 107, Boulder, Colo. 80306.

Attitudes & Behavior—Continued

	Public 4-year instituions	Private 4-year insitions	Public 2-year institutions	All institutions
Use of alcohol				
Increased	20.3%	15.9%	6.7%	16.3%
No change	52.5%	63.4%	62.2%	59.8%
Decreased	6.8%	9.8%	8.9%	8.3%
Don't know	20.3%	11.0%	22.2%	15.7%

Trends in Instruction

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions
Laboratory and studio instruction				
Increased	15.5%	24.7%	28.9%	22.2%
No change	78.4%	75.3%	66.7%	75.1%
Decreased	3.4%	0.0%	4.4%	1.8%
Don't know	2.6%	0.0%	0.0%	0.9%
Innovative teaching methods				
Increased	65.8%	67.5%	71.1%	67.8%
No change	29.1%	31.3%	26.7%	29.5%
Decreased	3.4%	1.2%	2.2%	2.1%
Don't know	1.7%	0.0%	0.0%	0.6%
Traditional independent study (e.g., research projects, theses)				
Increased	12.9%	18.1%	11.4%	15.1%
No change	81.9%	78.3%	72.7%	79.2%
Decreased	3.4%	3.0%	11.4%	4.2%
Don't know	1.7%	0.6%	4.5%	1.5%
Nontraditional independent study (e.g., credit by examination)				
Increased	12.9%	14.7%	20.0%	15.2%
No change	79.3%	81.0%	73.3%	78.8%
Decreased	6.9%	4.3%	4.4%	5.4%
Don't know	0.9%	0.0%	2.2%	0.6%
Experiential learning (e.g., work-study, clinical training)				
Increased	32.5%	36.3%	22.2%	33.0%
No change	59.0%	59.4%	62.2%	59.8%
Decreased	7.7%	1.2%	4.4%	3.9%
Don't know	0.9%	3.1%	11.1%	3.3%
University extension and home study				
Increased	21.7%	10.5%	14.0%	15.2%
No change	67.8%	77.8%	67.4%	72.7%
Decreased	8.7%	5.9%	2.3%	6.2%
Don't know	1.7%	5.9%	16.3%	5.9%
Average class size				
Increased	33.6%	23.5%	51.2%	30.1%
No change	58.6%	64.5%	41.9%	60.4%
Decreased	7.8%	11.4%	7.0%	9.2%
Don't know	0.0%	0.6%	0.0%	0.3%
Rigor of academic standards				
Increased	32.8%	33.9%	35.6%	34.1%
No change	62.1%	62.4%	62.2%	62.0%
Decreased	2.6%	3.6%	2.2%	3.0%
Don't know	2.6%	0.0%	0.0%	0.9%
Overall quality of learning environment				
Increased	31.9%	45.5%	17.8%	36.0%
No change	64.7%	53.9%	80.0%	62.2%
Decreased	3.4%	0.6%	2.2%	1.8%
Level of admission standards				
Increased	37.7%	33.7%	14.3%	32.1%
No change	54.7%	65.1%	81.0%	64.2%
Decreased	7.5%	1.2%	4.8%	3.6%
Number of courses and sections:				
Undergraduate				
Increased	35.9%	38.0%	47.7%	38.5%
No change ...	42.7%	49.7%	34.1%	44.8%
Decreased	20.5%	12.3%	15.9%	16.1%
Don't know ...	0.9%	0.0%	2.3%	0.6%
Graduate				
Increased	36.7%	39.6%	0.0%	36.7%
No change ...	45.9%	42.6%	57.1%	44.8%
Decreased	16.5%	15.8%	0.0%	15.4%
Don't know ...	0.9%	2.0%	42.9%	3.2%

Student Services

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions
Career counseling:				
Availability of services				
Increased	32.5%	52.7%	36.4%	42.7%
No change ...	61.5%	46.7%	52.3%	53.4%
Decreased	5.1%	0.6%	11.4%	3.6%
Don't know ...	0.9%	0.0%	0.0%	0.3%
Frequency of use				
Increased	46.1%	56.7%	40.0%	50.1%
No change ...	50.4%	39.6%	46.7%	45.1%
Decreased	0.9%	1.2%	8.9%	2.1%
Don't know ...	2.6%	2.4%	4.4%	2.7%

Student Services—Continued

	Public 4-year institutions	Private 4-year institutions	Public 2-year institutions	All institutions
Career counseling:				
Quality				
Increased	37.6%	52.4%	42.2%	46.0%
No change ...	59.0%	46.3%	48.9%	51.0%
Decreased	1.7%	1.2%	4.4%	1.8%
Don't know ...	1.7%	0.0%	4.4%	1.2%
Career placement:				
Availability of services				
Increased	28.8%	39.9%	34.1%	35.1%
No change ...	66.9%	58.3%	56.8%	61.0%
Decreased	3.4%	1.2%	9.1%	3.0%
Don't know ...	0.8%	0.6%	0.0%	0.9%
Frequency of use				
Increased	47.0%	51.9%	45.5%	48.8%
No change ...	50.4%	43.2%	45.5%	46.4%
Decreased	0.9%	2.5%	6.8%	2.4%
Don't know ...	1.7%	2.5%	2.3%	2.4%
Quality				
Increased	33.3%	46.9%	25.0%	39.5%
No change ...	63.2%	51.2%	61.4%	56.3%
Decreased	1.7%	0.6%	9.1%	2.1%
Don't know ...	1.7%	1.2%	4.5%	2.1%
Nonacademic programs for women:				
Availability of services				
Increased	27.4%	24.1%	22.2%	24.2%
No change ...	67.5%	72.8%	71.1%	71.3%
Decreased	3.4%	1.2%	2.2%	2.1%
Don't know ...	1.7%	1.9%	4.4%	2.4%
Frequency of use				
Increased	25.9%	19.9%	27.3%	22.9%
No change ...	62.1%	73.3%	68.2%	68.7%
Decreased	6.0%	1.9%	2.3%	3.3%
Don't know ...	6.0%	5.0%	2.3%	5.1%
Quality				
Increased	22.2%	24.8%	22.7%	23.4%
No change ...	71.6%	71.4%	72.7%	71.8%
Decreased	0.9%	1.2%	2.3%	1.2%
Don't know ...	5.1%	2.5%	2.3%	3.6%
Nonacademic programs for minorities:				
Availability of services				
Increased	35.6%	18.4%	8.9%	22.8%
No change ...	60.2%	79.1%	84.4%	73.3%
Decreased	2.5%	2.5%	2.2%	2.4%
Don't know ...	1.7%	0.0%	4.4%	1.5%
Frequency of use				
Increased	32.5%	16.1%	11.4%	20.7%
No change ...	58.1%	77.0%	84.1%	71.8%
Decreased	4.3%	3.1%	2.3%	3.3%
Don't know ...	5.1%	3.7%	2.3%	4.2%
Quality				
Increased	32.2%	18.6%	9.1%	21.6%
No change ...	61.9%	77.0%	88.6%	73.7%
Decreased	1.7%	1.9%	0.0%	1.5%
Don't know ...	4.2%	2.5%	2.3%	3.3%
Psychological counseling:				
Availability of services				
Increased	18.8%	27.4%	7.0%	21.5%
No change ...	73.5%	70.1%	86.0%	73.1%
Decreased	6.0%	2.4%	2.3%	3.6%
Don't know ...	1.7%	0.0%	4.7%	1.8%
Frequency of use				
Increased	30.2%	33.7%	11.6%	29.4%
No change ...	62.9%	62.0%	79.1%	64.3%
Decreased	1.7%	0.6%	2.3%	1.2%
Don't know ...	5.2%	3.7%	7.0%	5.1%
Quality				
Increased	25.6%	30.1%	9.3%	26.0%
No change ...	70.9%	67.5%	83.7%	70.1%
Decreased	0.0%	1.2%	0.0%	0.6%
Don't know ...	3.4%	1.2%	7.0%	3.3%
Health services:				
Availability of services				
Increased	26.3%	18.5%	12.2%	19.9%
No change ...	70.3%	79.0%	73.2%	75.3%
Decreased	2.5%	2.5%	9.8%	3.6%
Don't know ...	0.8%	0.0%	4.9%	1.2%
Frequency of use				
Increased	29.8%	28.0%	20.0%	26.7%
No change ...	64.9%	68.3%	72.5%	68.4%
Decreased	1.8%	1.9%	2.5%	1.8%
Don't know ...	3.5%	1.9%	5.0%	3.1%
Quality				
Increased	28.0%	24.8%	17.1%	24.5%
No change ...	69.5%	73.9%	75.6%	72.7%
Decreased	0.8%	0.6%	2.4%	0.9%
Don't know ...	1.7%	0.6%	4.9%	1.8%

SOURCE: SURVEY FOR THE CHRONICLE BY JOHN MINTER ASSOCIATES

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News Summary

Articles on inside pages

Conflict resolution is a growing scholarly field encompassing the social and behavioral sciences, international studies, environmental studies, and other academic areas. Story on Page 5.

As the 98th Congress wound up its business last week, its members created two new institutes in the National Institutes of Health and extended support for numerous programs of interest to higher education. Story on Page 15.

Terrel Bell has managed to keep the Department of Education intact and federal student aid alive. Story on Page 15.

Moving from the rank and file of the A.A.U.P. to the association's helm has given Ernst Benjamin a new perspective on the organization's work. Story on Page 19.

The president's commission of the N.C.A.A. will canvass college and university presidents around the country for possible solutions to severe problems facing intercollegiate athletics. Story on Page 23.

Political turmoil in Central America is profoundly—and negatively—affecting higher education there, say the heads of universities in the region. Story on Page 31.

Uncertainty over finances has postponed the opening of the academic year at five of Israel's six universities. Story on Page 31.

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Scholars Play Major Roles in Campaigns

Both candidates are drawing on advisers from academe

By STACY E. PALMER

WASHINGTON

When Walter F. Mondale began preparing his campaign for the Presidency, he frequently called scholars, lawyers, and former government officials over to his law office here for what one participant calls "graduate seminars" to discuss current domestic and world events.

Many of the people who took part in those seminars are now working seven days a week to try to put Mr. Mondale in the White House.

Hundreds of other scholars have been providing advice and guidance in less formal ways by writing speeches and position papers, briefing the candidate on recent developments, and helping him prepare for the debates against President Reagan.

As the incumbent, President Reagan gets most of his advice on issues from members of his Administration, although he still makes use of some advisers from academe. Four years ago, when he was challenging President Carter, Mr. Reagan relied heavily on academics, as Presidential candidates have for decades, at least since the days of Franklin D. Roosevelt's "Brain Trust."

"A campaign just can't run without

Continued on Page 13, Column 1

Students watching the Presidential debate on one campus thought Barbara Walters won. See an election notebook: Page 13.

Men and Women Who Retired After May 1, 1980, Must Get Same TIAA Pension Benefits

Supreme Court lets stand an appeals court's ruling

By CHERYL M. FIELDS

WASHINGTON

The Supreme Court last week refused to review a lower court's ruling ordering the Teachers Insurance and Annuity Association and the College Retirement Equities Fund to pay equal monthly pension benefits to all men and women who retired after May 1, 1980.

Within hours, the pension companies announced plans to apply the lower court's order nationwide. James G. MacDonald, chairman of the pension companies, said he could "assure all T.I.A.A.-C.R.E.F. policyholders and participating institutions that conforming the T.I.A.A.-C.R.E.F. pension system to these unisex requirements will not in any way threaten the financial soundness of T.I.A.A.-C.R.E.F."

Said Ruth Weyand, a lawyer for the Equal Employment Opportunity Commission, "This is a great victory. We're just delighted."

The agency had intervened on the side of Diana Spirt, a faculty member at Long Island University who filed suit against the university and the pension companies, charging that paying women lower monthly pension benefits was illegal sex discrimination.

Accepting her argument, the U.S. Court of Appeals for the Second Circuit ruled that men and women who retired after May 1, 1980, should receive equal monthly benefits, as will all T.I.A.A.-C.R.E.F. participants who retire in the future. It is that

Continued on Page 22, Column 1

BOOM IN 'REC' SPORTS

PAUL PATTERSON

Recreational sports are booming on U.S. campuses. Above, inner-tube water polo at North Texas State U. Story on Page 26.

Bates Faculty Abandons SAT as Admissions Requirement

LEWISTON, MAINE

Bates College here has dropped Scholastic Aptitude Test scores as an admissions requirement. After several years of study, the faculty voted by a 2-to-1 margin to require three achievement tests instead of the S.A.T.

"We're trying to send out a clear message that the S.A.T. is not the be-all and end-all of college admissions," said William C. Hiss, dean of admissions.

Scientists Assail Oil Drilling Near Santa Barbara Campus

BRENTON KELLY

Many environmentalists fear that oil drilling even closer to the University of California at Santa Barbara than the rig above would destroy the area's beauty and do irreparable harm to research and teaching in marine science there.

By KIM McDONALD

SANTA BARBARA, CAL.

More than a thousand years ago, crude oil that seeped from the ocean floor and washed onto the beach where the campus of the University of California at Santa Barbara now stands was used by Indians to caulk their boats and drinking vessels.

Today the gooey tar, which continues to dot the beach here, is at the center of a sticky controversy between the university and an oil company that hopes to pump the substance from a pair of offshore drilling platforms two miles from the campus.

At stake are millions of dollars in oil revenues and royalties for the company, the State of California, which has leased the offshore area to the company, and the university.

About a half dozen other oil companies have planned new oil drilling operations in the Santa Barbara Channel, where one of the country's largest oil resources was recently discovered. But the proposal from

Continued on Page 12, Column 1

Additional Tuition and Fee Data for 1984-85 Reported by the College Board

The following table shows tuition and fees for 324 colleges and universities for the 1983-84 and 1984-85 academic years, as well as the additional tuition that many public institutions charge students from outside their states.

The table supplements a list of costs at 2,660 institutions that appeared in the August 29 issue of *The Chronicle*. In addition to listing institutions not previously reported, the table also includes corrected figures for the University of Alaska and Wayland Baptist University.

The data in both tables were collected by the College Board.

A blank indicates that the institution had no such charge. A dash indicates that the institution was unable to provide full information to the College Board.

	1983-84 Tuition and fees	1984-85 Tuition and fees	1984-85 Added out-of-state tuition
ALABAMA			
U of Alabama Birmingham	—	1,350	1,260
Alabama St U	855	1,035	960
Athens St C	—	900	900
George C Wallace St CC at Dothan	—	450	450
Livingston U	960	1,020	
Mobile C	2,590	2,890	
Nat'l Education Center: Nat'l Inst of Tech	—	3,300	
U of North Alabama	—	940	400
Selma U	1,478	1,478	
Southern JC of Bus	—	2,225	
Troy St U Dothan-Ft Rucker	—	885	255
ALASKA			
U of Alaska			
Anchorage	648	768	1,200
Anchorage CC	634	638	960
Chukchi CC	600	600	960
Fairbanks	820	958	1,200
Islands CC	600	600	960
Juneau	624	744	1,200
Kenai Peninsula CC	636	636	960
Ketchikan CC	610	610	960
Kodiak CC	600	600	960
Kuskokwim CC	630	630	960
Matanuska-Susitna CC	612	612	960
Northwest CC	600	600	960
Prince Wm Sound CC	620	620	960
Rural education	600	600	960
Tanana Valley CC	620	638	960
ARIZONA			
Arizona Western C	—	384	2,856
Eastern Arizona C	330	416	2,816
Grand Canyon C	—	2,615	
U of Phoenix	—	3,600	
Pima CC	—	360	1,680
ARKANSAS			
American C	2,160	2,832	
U of Arkansas Pine Bluff	—	780	1,260
Arkansas C of Tech	4,401	4,400	
CALIFORNIA			
Ambassador C	—	1,564	
Bay-Valley Tech	6,000	7,500	
California Maritime Acad	—	1,277	1,186
Condie C of Bus & Tech	—	2,520	
Fashion Inst of Design & Merchandising	—	5,070	
Merced C	—	100	2,190
Sysorex Inst	—	3,150	
U of West Los Angeles	—	2,820	
COLORADO			
Blair JC	—	2,880	
U of Colorado Health Sciences Center	—	2,788	8,512
Colorado Inst of Art	—	4,290	
Colo Northwestern CC	—	150	1,730
Electronic Tech Inst	—	3,290	
U of Northern Colorado	1,143	1,233	3,249
DISTRICT OF COLUMBIA			
U of the District of Columbia	364	496	1,848
Southeastern U	—	3,070	
FLORIDA			
U of Central Florida	879	986	1,983
Central Florida Bible C	—	1,830	
Edward Waters C	2,580	2,580	
U of Florida	801	910	1,530
Florida A&M U	793	892	1,530
Florida Atlantic U	801	962	1,530
Florida International U	780	846	1,530
Florida Memorial C	—	5,200	
Florida St U	—	806	1,530
Lake City CC	510	540	570
New C of U of S Florida	1,054	1,065	1,836
U of North Florida	843	885	1,530
Nova U	—	3,525	
Respiratory Therapy Inst	—	5,300	
U of South Florida	803	859	1,530
Spurgeon Baptist Bible C	—	1,890	
Talmudic C of Florida	2,500	3,000	
U of West Florida	801	878	1,530
GEORGIA			
Art Inst of Atlanta	—	4,830	
Meadows C of Business	2,400	1,800	
HAWAII			
U of Hawaii at Hilo	—	790	2,110
IDAHO			
C of Southern Idaho	650	750	750
ILLINOIS			
Carl Sandburg C	619	664	1,807
Chicago St U	—	1,090	1,932
City C of Chicago			
Richard J Daley C	—	710	884
Truman C	—	710	884
Columbia C	[illegible]	3,856	
Illinois St U	1,158	1,359	1,992
Illinois Tech C	—	3,090	
John A Logan C	552	552	1,920
Richland CC	630	752	2,144
Thornton CC	—	756	1,560
Trinity C	5,020	5,020	
Waubonsee CC	643	748	2,172
INDIANA			
Ball St U	1,362	1,464	1,896
Clark C	—	2,880	
Holy Cross JC	2,270	2,270	
ITT Tech Inst/ITT Bus Inst	—	3,400	
Mid-American C of Funeral Service	3,200	3,200	
IOWA			
Clinton CC	—	914	400
Des Moines Area CC	569	974	840
Ellsworth CC	840	1,030	900
Iowa Western CC	897	1,110	1,020
Kirkwood CC	780	870	820
Muscatine CC	—	914	400
NW Iowa Technical C	852	930	375
Scott CC	—	868	400
Southwestern CC	746	900	420
KANSAS			
Butler County CC	—	600	1,335
Colby CC	600	600	1,200
Donnelly C	1,300	1,400	
Haskell Indian JC	—	10	
Manhattan Christian C	1,810	1,804	
Neosho County CC	430	440	1,380
KENTUCKY			
Draughon's JC of Bus	2,025	2,284	
Kentucky Wesleyan C	—	3,550	
Owensboro JC of Bus	2,475	2,505	
Sullivan JC of Business	—	2,790	
LOUISIANA			
Louisiana C	—	2,070	
MAINE			
Casco Bay C	2,705	2,725	
Maine Maritime Acad	—	2,420	1,830
MARYLAND			
Catonsville CC	636	758	1,880
Charles County CC	890	890	1,680
Dundalk CC	670	760	1,646
Essex CC	—	640	1,638
MARYLAND—Continued			
U of Baltimore	1,360	1,365	1,200
Frostburg St C	1,386	1,387	1,170
Harford CC	730	770	2,130
Howard CC	—	840	2,520
New Israel Rabbinical C	—	2,300	2,520
Sojourner-Douglass C	—	3,965	
Washington C	5,361	6,130	
MASSACHUSETTS			
Blue Hills Technical Inst	—	2,445	
Boston Architectural Center	1,220	1,510	
Central New England C	—	4,400	
MICHIGAN			
Alpena CC	682	682	1,023
Bay De Noc CC	—	750	450
Glen Oaks CC	742	802	
Kalamazoo Valley CC	630	630	1,260
Kendall School of Design	3,730	4,035	
Lansing CC	735	780	788
Lewis C of Business	—	3,550	
U of Michigan	2,218	2,222	4,560
Dearborn	1,758	1,744	3,610
Flint	1,472	1,472	3,296
Michigan St U	1,884	1,898	2,610
Michigan Tech U	1,692	1,692	2,124
Northern Michigan U	—	1,400	1,800
Oakland CC	780	780	810
Saginaw Valley St C	—	1,560	1,560
Siena Heights C	3,720	4,080	
Walsh C of Accountancy & Bus Administration	2,210	2,370	
Wayne County CC	800	800	660
MINNESOTA			
Crosier Seminary JC	—	5,000	
Mesabi CC: Arrowhead Region	—	1,013	1,013
MISSISSIPPI			
Hinds JC	420	470	1,084
Meridian JC	450	450	510
Prentiss Inst JC	1,981	2,023	
Utica JC	370	470	1,084
Wood JC	1,558	1,704	
MISSOURI			
Central Christian C of the Bible	—	1,550	
MONTANA			
Dull Knife Memorial C	510	525	
Salish Kootenai C	765	810	
NEBRASKA			
C of Saint Mary	—	2,370	
NEW HAMPSHIRE			
Daniel Webster C	5,680	6,210	
McIntosh JC	1,980	2,160	
NEW JERSEY			
Atlantic CC	770	822	1,170
Camden County C	682	742	60
County C of Morris	850	850	1,470
Glassboro St C	1,248	1,308	700
Jersey City St C	1,166	1,384	600
Kean C of New Jersey	1,245	1,305	600
Mercer County CC	690	840	1,500
Middlesex County C	830	843	1,500
Monmouth C	5,380	5,880	
Montclair St C	1,260	1,340	600
New Jersey Inst of Tech	1,936	2,236	1,796
Passaic County CC	—	816	648
Ramapo C of New Jersey	1,260	1,415	600
Rutgers U: Rutgers C	1,854	1,899	1,520
Camden C of Arts & Sciences	1,738	1,776	1,520
C of Engineering	1,903	1,949	1,602
C of Nursing	1,729	1,775	1,520
C of Pharmacy	1,903	1,950	1,602
Cook C	1,840	1,886	1,520
Douglass C	1,840	1,885	1,520
Livingston C	1,852	1,899	1,520
Mason Gross Sch of the Arts	1,823	1,867	1,520
Newark C of Arts & Sciences	1,740	1,786	1,520
Salem CC	805	863	287
Stockton St C	1,245	1,305	600
Talmudical Acad of NJ	2,100	2,100	
Trenton St C	1,339	1,389	600
William Paterson C of NJ	1,245	1,297	600
NEW MEXICO			
Inst of American Indian Arts	150	215	
NM Military Inst	—	759	875
San Juan C	—	362	646
NEW YORK			
Assoc Beth Rivkah Sch	3,000	3,000	
Beth Hamedrash Shaarei Yosher Inst	2,400	2,600	
Beth Hatalmud Rabbinical C	2,300	2,300	
Central Yeshiva Tomchei Tmimim Lubavitz	2,875	3,300	
Darkei No'Am Rabbinical C		2,500	
Mount Saint Mary C	4,100	4,330	
New York Sch of Interior Design		4,490	
State U of New York			
CC of the Finger Lakes	1,193	1,334	1,224
Nassau CC	1,150	1,290	1,250
Onondaga CC	1,100	1,206	2,284
Stenotype Inst	2,600	3,000	
U of St of NY Regents External Degree Program	—	175	
NORTH CAROLINA			
Bladen Technical C	174	174	612
Catawba C	4,355	4,355	
John Wesley C	1,724	2,026	
Lenoir CC	180	180	612
Mayland Technical C	168	168	612
NC Wesleyan C	3,920	4,120	
Rockingham CC	—	180	612
Rutledge C: Charlotte	2,385	3,180	
Durham	2,385	3,180	
Fayetteville	2,385	3,180	
Greensboro	2,385	3,180	
Raleigh	2,385	3,180	
Winston-Salem	2,385	3,180	
Sacred Heart C	3,270	3,740	
Salem C	4,600	5,170	
NORTH DAKOTA			
Fort Berthold CC	—	1,410	
OHIO			
U of Cincinnati	1,083	1,911	2,679
Clermont General & Tech C	1,083	1,911	2,679
Raymond Walters General & Tech C	1,083	1,911	2,679
Cleveland C of Jewish Studies	1,140	1,350	
Lima Technical C	945	1,035	1,050
North Central Tech C	1,125	1,209	1,020
Ohio St U	1,557	1,641	2,610
Ag Tech Inst	1,509	1,593	2,610
Lima	1,509	1,593	2,610
Mansfield	1,509	1,593	2,610
Marion	1,509	1,593	2,610
Newark	1,509	1,593	2,610
RETS Tech Center	—	3,324	
Southern St CC	—	1,080	180
Union for Experimenting C's & U's	—	3,900	
Ursuline C	—	3,670	
OKLAHOMA			
Midwest Christian C	—	1,270	
OREGON			
Blue Mountain CC	540	540	1,620
Portland St U	1,356	1,422	2,625
U of Oregon	1,433	1,441	2,625
PENNSYLVANIA			
Art Inst of Philadelphia	4,400	4,825	
Bloomsburg U	1,608	1,714	1,178
California U	1,724	1,830	1,178
Cheyney U	1,650	1,730	1,178
Clarion U	1,650	1,768	1,178
Venango	1,628	1,768	1,178
East Stroudsburg U	1,660	1,744	1,178
Edinboro U	1,652	1,758	1,178
Indiana U of Pa	1,654	1,778	1,178
Kutztown U	1,604	1,708	1,178
Lock Haven U	1,604	1,675	1,178
Mansfield U	1,667	1,761	1,178
Millersville U	1,598	1,686	1,178
National Ed Center, Vale Tech	4,912	5,262	
Pennsylvania St U	2,312	2,562	2,584
Shippensburg U	1,684	1,782	1,178
Slippery Rock U	1,680	1,766	1,178
PENNSYLVANIA—Continued			
West Chester U	1,606	1,606	1,178
SOUTH CAROLINA			
Aiken Tech C	450	510	240
Baptist C Charleston	4,140	4,224	
Beaufort Tech C	—	525	225
Benedict C	2,936	3,170	
Chesterfield-Marlboro Tech C	—	525	255
Claflin C	2,652	2,752	
Clemson U	1,652	1,652	1,928
Clinton JC	850	1,025	
C of Charleston	1,470	1,470	1,200
Florence-Darlington Tech C	810	810	500
Francis Marion C	940	1,020	1,020
Horry-Georgetown Tech C	450	525	525
Lander C	1,250	1,270	600
Newberry C	4,500	5,000	
U of South Carolina	1,440	1,440	1,530
Aiken	1,000	1,000	1,140
Beaufort	920	920	1,084
Coastal Carolina C	1,000	1,000	1,140
Lancaster	940	940	1,090
Salkehatchie U	920	920	1,090
Spartanburg	1,000	1,000	1,140
Sumter	920	920	1,090
Union	920	920	890
South Carolina St C	900	1,050	1,050
Trident Tech C	525	525	525
Winthrop C	1,212	1,272	898
York Tech C	—	396	396
SOUTH DAKOTA			
Huron C	3,500	3,750	
TENNESSEE			
Austin Peay St U	810	945	1,968
Bristol C	2,135	2,430	
Chattanooga St Tech CC	462	516	1,968
Cleveland St CC	468	522	1,968
Columbia St CC	462	521	1,968
Draughon's JC	2,210	2,630	
Dyersburg St CC	462	516	1,968
East Tennessee St U	786	874	1,968
Jackson St CC	466	522	1,968
Lane C	2,200	2,555	
Memphis St U	834	978	1,968
Middle Tennessee St U	768	846	1,968
Morristown C	—	1,940	
Motlow St CC	462	516	1,968
Nashville St Tech Inst	462	516	1,968
Roane St CC	462	522	1,968
Shelby St CC	462	516	1,968
St Tech Inst			
Knoxville	462	519	1,968
Memphis	616	519	1,968
Tennessee St U	792	878	1,968
Tennessee Tech U	774	876	1,968
Tri-Cities State Tech Inst	462	519	1,968
Volunteer St CC	462	519	1,968
Walters St CC	468	522	1,968
TEXAS			
Bishop C	3,000	3,000	
Gulf-Coast Bible C	2,790	2,926	
Midwestern St U	[illegible]	500	1,080
North Texas St U	480	504	1,080
Panola JC	—	178	272
Ranger JC	—	360	240
Saint Philip's C	—	204	314
Southwest Texas St U	—	462	1,030
Sul Ross St U	—	540	1,080
Temple JC	—	268	1,200
Wayland Baptist U	2,220	2,510	
Wharton Co JC	—	238	1,080
VERMONT			
Burlington C	3,750	4,050	
U of Vermont	2,621	2,793	3,967
VIRGINIA			
Radford U	1,485	1,576	750
WASHINGTON			
Seattle South CC	560	560	1,704
WISCONSIN			
Fox Valley Tech Inst	650	700	2,425
Northwestern C	1,480	1,625	
PUERTO RICO			
U of the Sacred Heart	1,600	1,754	

U. of Chicago Professors Are Most Productive Education Researchers, Study Finds

Faculty members at the University of Chicago's school of education are the nation's most productive educational researchers, according to a recent study.

Professors at Harvard and Stanford Universities ranked second and third in the study, which included professors of education at 51 universities.

The study was based on the 1981 citation rate—the frequency with which professors' publications were cited by their colleagues—of 4,600 faculty members at the nation's most productive schools of education.

To conduct the study, Richard J. Kroc, a lecturer and coordinator of evaluation for the University of Colorado Health Sciences Center, relied on the Social Science Citation Index, which gives the author's name, title of publication, and the number of times the work is cited in 2,500 journals during any given year.

The distribution of the citations was "highly skewed," according to Mr. Kroc, who found that the publications of 53 per cent of the faculty members had not been cited at all in 1981, while the work of 1 per cent received more than 100 citations.

The mean citation rate for education professors at Chicago was 46. At Harvard it was 38; at Stanford, 29.

Compiling an accurate list of professors for the study was difficult, Mr. Kroc said, because the universities' catalogues, from which most of the list was compiled, differed in descriptions of education programs and in faculty appointments.

At Chicago, for example, two education professors with many citations had joint appointments. "If the mean citation rates for these schools are adjusted," said Mr. Kroc, "Chicago and Stanford become tied as the top-ranked schools of education."

At Stanford, Mr. Kroc found that the professor whose work received the most citations in 1981 had retired the previous year. "It seemed unfair to exclude his citations, but also unfair to include them," he noted. Mr. Kroc excluded the professor's work but explained that, with his citations, Stanford would have ranked second.

A report of Mr. Kroc's study, "Using Citation Analysis to Assess Scholarly Productivity," was published in the summer issue of *Educational Researcher*, the journal of the American Educational Research Association. Reprints are available without charge from Mr. Kroc, University of Colorado Health Sciences Center, School of Nursing, Box C288, 4200 East Ninth Avenue, Denver 80262. —BEVERLY T. WATKINS

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News Summary

Articles on inside pages

Scholars are debating anew how responsible Harry S. Truman was for the cold war and the arms race. Story on Page 7.

Scientists are angry about attempts to stop gene-therapy experiments that they say could benefit the victims of cancer and genetic diseases. Story on Page 7.

Tickets to President Reagan's campaign speech at the University of Alabama last week were going at scalpers' prices. For a reporter's notes on the campaign, see Page 14.

Congress has passed legislation to make the National Archives and Records Service an independent agency. Story on Page 19.

Many faculty members and administrators running for public office this fall are facing uphill battles against their opponents, but some are given a good chance of winning. Stories on Page 23.

The football program at Georgia Southern College, reinstated after 43 years, has made rapid strides in the last three seasons. Story on Page 27.

The governing board of the N.C.A.A. has voted to support a delay in the application of controversial academic standards for freshman athletes. Story on Page 27.

Academic relations between Albania and Yugoslavia have been strained by conflicts among ethnic groups in Yugoslavia's Kosovo province. Story on Page 31.

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U.S. Colleges Not Realizing Their Full Potential, Panel Says; Urges a National Debate on Quality

> "THE NATION has been conducting a paradoxical debate on the quality of schooling. While all sides have assumed that we must become a society in which learning never ends, the debate always seems to stop at the border of high school graduation, as if learning itself ended at that point. But more than half of our students voluntarily cross that border, trusting that what awaits them on the other side is worthy. What they will find is a system of higher education that is by far the largest, most complex, and most advanced in the world. The Nation has entrusted this system to extend both the franchise of learning and the frontiers of the universe itself. But our students will find that this great national resource has not realized its full potential."
>
> *— From this week's report of the federal panel on excellence in higher education. The full text begins on Page 35.*

WINNERS OF NOBEL PRIZES ANNOUNCED

WIDE WORLD PHOTOGRAPHS

Niels Jerne, left, and Georges Köhler celebrate the Nobel Prize in Medicine they shared with César Milstein, shown with other laureates below. Story on Page 10.

César Milstein
Medicine

Richard Stone
Economics

R. Bruce Merrifield
Chemistry

Carlo Rubbia
Physics

Simon Van der Meer
Physics

'Gaps between ideal and actual are serious warning signals'

By MALCOLM G. SCULLY

WASHINGTON

In an effort to place undergraduate education "squarely on the stage of the national debate" about the quality of education in America, a panel established by the National Institute of Education this week called on colleges and universities to revitalize liberal education and set higher standards for graduation.

"The strains of rapid expansion, followed by recent years of constricting resources and leveling enrollments, have taken their toll," the group said.

"The realities of student learning, curricular coherence, the quality of facilities, faculty morale, and academic standards no longer measure up to our expectations. The gaps between the ideal and the actual are serious warning signals."

Curriculum 'Excessively Vocational'

The seven-member panel was named in September 1983 by the director of the National Institute of Education, Manuel J. Justiz, and charged with the task of subjecting higher education to the same kind of scrutiny that has been given to elementary and secondary education in the last two years.

"The college curriculum has become excessively vocational in its orientation, and the bachelor's degree has lost its potential to foster the shared values and knowledge that bind us together as a society," the panel said.

It urged colleges and universities to reallocate resources to strengthen programs for first-year and second-year undergraduates. "All bachelor's degree recipients should have at least two full years of liberal education," it said, even if that means extending the length of undergraduate programs in such professional fields as agriculture, business administration, engineering, pharmacy and teacher education.

Deteriorating working conditions for faculty members have also threatened academic quality, the panel said. It cited a decline in professors' purchasing power,

Continued on Page 34, Column 3

Poll Finds 63 Pct. Want More Aid for Colleges

By JEAN EVANGELAUF

NEW YORK

Members of the general public rank aid to higher education near the top of a list of federal spending priorities, just behind medical research and medical care for the elderly, according to a survey released here last week.

More than 63 per cent of the 1,006 people polled said that aid to higher education should be raised, and more than 61 per cent favored increases in financial-aid programs for needy students.

In addition, 50 per cent said they were better able to meet college costs now than they were five years ago, and 47 per cent said they were less able to do so.

Even though the financial burden is easing for many, 75 per cent said that they could afford college only with low-interest loans or grants.

The survey was sponsored by the American Association of Community and Junior Colleges, the College Board, and the Council for Advancement and Support of Education and was released as part of National Higher Education Week.

On political matters, the respondents were evenly divided on the question of whether Walter F. Mondale or Ronald Reagan would be a better friend of higher education in the next Administration.

However, the Democratic Party received higher ratings than the Republicans for supporting colleges and universities.

Asked which major Presidential candidate would give higher education greater attention, 39 per cent chose Mr. Mondale, 38 per cent chose Mr. Reagan, and 23 per cent were undecided. Among college graduates, 46 per cent thought Mr. Mondale would be more supportive, compared with 38 per cent who said Mr. Reagan would be.

How the Public Views Increases in Funds for Federal Programs

	Should be increased	Should not be changed	Should be decreased	No opinion
Medical research	71.6%	20.7%	4.9%	2.8%
Medical care for the aged	71.5%	21.4%	4.2%	2.9%
Aid to higher education	63.3%	26.3%	7.4%	3.0%
Financial aid for needy college students	61.1%	26.4%	8.6%	4.1%
Funds to clean up the environment	54.7%	31.3%	10.0%	4.0%
Aid to elementary and secondary education	54.4%	32.9%	7.4%	5.3%
Energy research and development	51.6%	33.3%	11.3%	3.8%
Post-secondary vocational and technical training	46.1%	37.0%	9.0%	8.1%
Aid to agriculture	40.0%	34.2%	16.0%	9.9%
School-lunch programs	37.9%	44.5%	11.6%	6.0%
Social welfare	35.4%	33.4%	25.5%	5.7%
Highways and transportation	33.7%	49.8%	12.3%	4.2%
National defense	28.5%	38.6%	28.6%	4.4%
Space program	26.5%	38.5%	29.3%	5.8%

SOURCE: GROUP ATTITUDES CORPORATION

Growing Support for Aid

When asked which party would be more attentive to higher education in the next four years, 42 per cent of those polled chose the Democrats, 36 per cent chose the Republicans, and 21 per cent were undecided. Of college graduates, 49 per cent chose the Democrats, and 39 per cent picked the Republicans.

Support for federal aid to needy students is strong and growing, according to the survey. The percentage of those favoring federal grants for low-income students jumped from 71 per cent in 1982 to 87 per cent this year. Support for low-interest loans to middle-income students rose from 77 per cent to 86 per cent over the last two years.

In addition to support for needy students, there is also growing approval of aid for institutions that enroll large percentages of low-income students. Support for aid to such institutions is up from 66 per cent in 1982 to 85 per cent this year.

About 37 per cent said that colleges should award financial aid on the basis of merit, while the same percentage said it should be given on the basis of need; 22 per cent thought that the criteria were equally important.

Although the proportion of those favoring federal spending for academic research has dropped slightly over the last year, such federal aid remains popular. Approval of continued research money for the various disciplines ranged from a high of 89 per cent in the medical field to a low of 62 per cent in the arts.

Nearly 40 per cent said that tuition at public, four-year institutions was too high, and 63 per cent said the same about private, four-year institutions. Fewer than a quarter thought that costs were too high at public community colleges, and 47 per cent said costs were too high at private, two-year colleges.

Among other findings of the survey:

► Two-thirds of the respondents thought the quality of higher education was good or excellent, and 44 per cent said quality was improving.

► Fifty-six per cent thought standardized admissions tests were fair, and one quarter thought they were unfair.

► The proportion of those saying they hoped to continue their education had increased from 25 per cent to 36 per cent over the last two years.

► More than two-thirds of the college graduates said they had made a donation to a college or university.

Group Attitudes Corporation conducted the telephone survey between September 21 and October 7. The margin of sampling error is plus or minus 3.1 per cent, 95 per cent of the time.

Copies of the survey report, *American Attitudes Toward Higher Education, 1984*, are available for $50 each from Group Attitudes Corporation, P.O. Box 5512, New York 10017.

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pus Committee for the Protection of Animal Subjects. Dr. Katz and others had picketed outside the conference before the incident.

He was booked on suspicion of disturbing the peace and disturbing a public assembly.

Colorado Students to Vote on Stocking Suicide Pills

Students at the University of Colorado will vote this month in a referendum similar to one at Brown University. The issue: asking the university health service to stock cyanide capsules so that students may commit suicide in case of a nuclear war.

A group called Students for a Sane Nuclear Policy placed the measure on the ballot for student elections, which will take place October 30 and 31. "We have no intention of getting suicide capsules. It's just a way of bringing attention to the issue," a spokeswoman for the group said.

Brown officials refused to comply with the student referendum there, which passed by 1,044 votes to 687 and attracted widespread attention.

75 Staff Members Walk Out at Student Newspaper

More than half the staff members of the student newspaper at Northern Illinois University walked off their jobs for five days last week in the wake of disputes over management practices and questions of journalistic ethics.

The 75 reporters and editors of the *Northern Star* returned to work after John LaTourette, acting university president, stepped in to settle the squabble. Mr. LaTourette placed the newspaper under the supervision of the university's journalism department and appointed a panel of students, administrators, and professional journalists to investigate.

About half the staff walked out after accusing the paper's editor of mismanagement. Editors joined the strike after the paper's adviser overruled their decision to fire the striking employees.

One 10-page edition of the *Star* last week contained only advertisements and an editorial criticizing the university's control of the newspaper.

Texans Asked to Approve Permanent Fund Changes

Texas voters will decide next month whether to reallocate the income from the state's $2.1-billion Permanent University Fund, which now benefits only certain institutions in the University of Texas and Texas A&M systems.

If Proposition 2 passes, all of the institutions in both systems will be allowed to issue bonds against the fund and to retire them with income from it. The proposition would also allow the institutions to issue bonds for some purposes besides construction—library and equipment purchases, for example.

In addition, the new law would require the legislature to appropriate $100-million a year for capital spending by state universities outside the two systems.

It would also allow Prairie View A&M University, a black institution that is part of the Texas A&M system, to join Texas A&M University and the University of Texas at Austin in sharing the portion of the fund's income that is not used to retire bonds.

50,000 Colorado Students Seek Statewide Strike

A coalition of almost 50,000 college students in Colorado has called a one-day, statewide strike for next week to protest the financial plight of the state's public colleges and universities.

The Colorado State Students Association, a two-year-old coalition representing students at Colorado State University, the University of Colorado at Boulder, Mesa College, and the University of Southern Colorado, said the strike would call attention to the financial troubles of the state's colleges and universities.

15 Arrested after Riot at Kansas State U.

Fifteen students at Kansas State University were arrested after a late-night riot in a bar district near the university left seven police officers injured.

Thousands of students reveling in the aftermath of Kansas State's football victory over the University of Kansas apparently became excited after a police officer was allegedly stabbed by someone in the crowd. Witnesses said that students turned on police officers, throwing bottles and other objects at them.

A police spokesman estimated that between 4,000 and 5,000 people—most of them students—had crowded into the area at the time of the riot. "We don't know what happened. The crowd just started throwing things at anything or anybody," the spokesman said.

The university will not act against the arrested students until civil action has been completed, a university spokesman said.

5 Colleges Get $1-Million to Help Students Transfer

The Ford Foundation this week announced grants totaling $1-million to five urban community colleges for programs to help their students transfer to four-year institutions.

The grants are the second stage of the foundation's Urban Community College Transfer Opportunity Program, which was started last year with $600,000 in grants to 24 institutions.

The colleges receiving the new grants are the Community College of Philadelphia, Cuyahoga Community College, La Guardia Community College, Miami-Dade Community College, and South Mountain Community College.

Except for Cuyahoga Community College, which received $100,000, each of the institutions was awarded $225,000.

Notes on . . .
Radio & TV

Rock music might lead to scholarships for some New York University film students.

RCA Video Productions, Inc., is sponsoring a competition among seniors in the Institute of Film and Television at the university's Tisch School of the Arts for the best proposals for videos based on songs by three new bands recording on the RCA label.

Charles Milne, a professor of film production at N.Y.U., worked with RCA in developing the competition, which some 30 students are expected to enter.

They will have until mid-December to prepare "story-board" visualizations of their proposed four-minute videos. They will be given artistic freedom but won't be able to use the bands in their films.

The proposals will be judged by representatives of N.Y.U., RCA, Home Box Office, and MTV, a cable-television network devoted to music videos.

The three winners will receive a budget with which to produce an actual video. But before they receive any money, the students will prepare comprehensive budgets showing how they propose to spend it.

Laura Foti, manager of marketing and promotions for RCA Video Productions, said the competition would teach the students "how to integrate the business with the art."

If the videos are considered for commercial release or television airings, RCA will negotiate fees and royalties with the students.

The winning proposals will be announced in January, and the students will have until the end of the academic year to complete their projects. The videos will be screened and the awards presented at a symposium on music videos and their relation to art and business.

▪

Sea-grant programs at universities around the country were involved in the production of "Farmers of the Sea," a documentary airing during the week of November 12 on "NOVA," the Public Broadcasting Service's science series.

The program is devoted to aquaculture, the ancient technique of raising aquatic animals and plants, which some scientists now think may hold the answer to shortages of food and jobs in some countries. It examines research being conducted in Japan and the United States, and features research at the University of Maryland and at Texas A&M University.

Jim Lannan, a professor of fisheries at Oregon State University, served as chief scientific adviser for the film. It was directed, produced, filmed, and edited by James Larison, director of communications for the Sea Grant College Program at Oregon State University, and written by Linda Weimer, director of the news service at University of Wisconsin at Madison.

The program was produced by the Oregon State University Foundation in cooperation with the University of Wisconsin at Madison and sea-grant programs on campuses across the country. The "NOVA" series is produced by WGBH in Boston.

—PAUL DESRUISSEAUX

FACT-FILE

Federal Appropriations for Higher Education in Fiscal 1985

In the Department of Education

		Fiscal 1985	
	Fiscal 1984 Actual	President's Request	Final Appropriation
Student assistance:			
Pell Grants	$2,800,000,000	$2,800,000,000	$3,575,000,000
Supplemental Grants	375,000,000	0	412,500,000
College Work-Study	555,000,000	850,000,000	592,500,000
State Student Incentive Grants	76,000,000	0	76,000,000
National Direct Student Loans	161,060,000	0	190,000,000
Guaranteed Student Loans	2,225,240,000	2,840,677,000	3,079,477,000
Graduate support:			
Graduate and professional opportunities fellowships	11,000,000	0	11,750,000
Public-service fellowships	2,500,000	0	2,500,000
Javits fellowships	0	0	2,500,000
Institutional assistance:			
International education	30,000,000	0	32,050,000
Cooperative education	14,400,000	0	14,400,000
Veterans Cost of Instruction	3,000,000	0	3,000,000
Academic facilities grants	0	0	50,000,000
Interest subsidy grants	24,500,000	18,775,000	18,775,000
College housing Loans	40,000,000	0	40,000,000
Law School Clinical Experience	1,000,000	0	1,500,000
Education research and statistics:			
National Institute of Education	48,231,000	54,231,000	51,231,000
Fund for the Improvement of Postsecondary Education	11,710,000	11,710,000	12,710,000
National Center for Education Statistics	8,747,000	8,747,000	8,747,000

		Fiscal 1985	
	Fiscal 1984 Actual	President's Request	Final Appropriation
Adult education	$100,000,000	$100,000,000	$100,000,000
Bilingual education:			
Training grants	32,610,000	25,000,000	28,500,000
Bilingual vocational training	3,686,000	3,686,000	3,686,000
Office for Civil Rights	49,396,000	42,633,000	45,000,000
Library resources:			
Research libraries	6,000,000	0	6,000,000
Training and demonstration	880,000	0	1,000,000
Aid to disadvantaged:			
Developing institutions	134,416,000	134,416,000	141,200,000
Minority Institutions Science Improvement	4,800,000	4,800,000	5,000,000
Programs for disadvantaged students	164,700,000	82,370,000	174,940,000
Legal training for disadvantaged	1,000,000	0	1,500,000
Women's educational equity	5,760,000	0	6,000,000
Science and math education	0	50,000,000	100,000,000
Vocational education	731,314,000	731,314,000	731,314,000
Education for the handicapped:			
Vocational and postsecondary programs	5,000,000	5,000,000	5,300,000
Research and development	15,000,000	12,000,000	16,000,000
Personnel development	55,540,000	37,640,000	61,000,000
Rehabilitation training	22,200,000	5,000,000	22,000,000
National Institute of Handicapped Research	36,000,000	30,060,000	39,000,000

In Other Federal Agencies

		Fiscal 1985	
	Fiscal 1984 Actual	President's Request	Final Appropriation
Scientific research			
National Institutes of Health:			
Cancer Institute	$1,053,400,000	$1,077,800,000	$1,153,000,000
Heart, Lung, & Blood Institute	674,700,000	690,900,000	765,100,000
Institute of Dental Research	84,300,000	87,200,000	96,100,000
Institute of Arthritis, Diabetes, & Digestive Diseases	442,500,000	456,200,000	516,800,000
Institute of Neurological Disorders & Stroke	325,500,000	335,100,000	383,700,000
Institute of Allergy & Infectious Diseases	305,700,000	316,700,000	359,600,000
Institute of General Medical Sciences	366,800,000	375,400,000	424,500,000
Institute of Child Health & Human Development	265,000,000	270,300,000	299,400,000
Eye Institute	150,800,000	154,300,000	176,400,000
Institute of Environmental Health	173,000,000	177,800,000	186,300,000
Institute on Aging	112,300,000	114,300,000	140,300,000
Research Resources	241,900,000	244,900,000	303,000,000
International Center	11,300,000	11,400,000	11,700,000
Library of Medicine	42,100,000	43,800,000	44,900,000
Medical libraries assistance	7,500,000	7,500,000	7,500,000
Training	167,400,000	164,100,000	217,500,000
Total N.I.H.	4,494,782,000	4,566,453,000	5,145,959,000
National Science Foundation:			
Research	1,140,955,000	1,308,212,000	1,301,912,000
Science and engineering education	75,000,000	75,700,000	87,000,000
Agriculture Department:			
Cooperative research:			
Hatch Act support	152,281,000	155,326,000	156,484,000
Forestry research	12,702,000	12,452,000	13,053,000
Payments to black colleges	22,844,000	23,300,000	23,474,000
Minority research facilities	10,000,000	10,000,000	10,000,000
Special research grants	26,476,000	15,482,000	27,328,000
Competitive research grants	17,000,000	50,000,000	46,000,000
Animal health research grants	5,760,000	0	0
Total cooperative research	247,655,000	266,785,000	284,276,000
Extension service	334,340,000	299,377,000	314,677,000
Department of Commerce			
Sea grant program	36,500,000	0	39,000,000
Department of Defense			
Basic research	840,000,000	901,000,000	866,000,000
Department of Energy			
General science	641,000,000	746,105,000	726,905,000
University research	321,000,000	343,000,000	343,000,000
Environmental Protection Agency			
Research and development	139,200,000	163,437,000	193,000,000
National Aeronautics and Space Administration			
Research and development	2,011,900,000	2,400,100,000	2,422,600,000
Civil rights			
Commission on Civil Rights	11,887,000	12,747,000	12,747,000
Equal Employment Opportunity Commission	151,399,000	161,155,000	160,700,000
Office of Federal Contract Compliance Programs	47,356,000	48,630,000	48,630,000

		Fiscal 1985	
	Fiscal 1984 Actual	President's Request	Final Appropriation
Health professions			
Health professions education:			
Student assistance:			
Exceptional need scholarships	$5,600,000	0	$7,000,000
National Health Service Corps scholarships	6,300,000	0	2,300,000
Institutional assistance:			
Financial distress grants for minority institutions	5,600,000	4,188,000	5,600,000
Aid for recruiting and training disadvantaged students	18,186,000	24,000,000	24,000,000
Public health	10,927,000	3,000,000	11,600,000
Family medicine/general dentistry training	34,000,000	20,000,000	36,000,000
General internal medicine and pediatrics training	17,500,000	9,500,000	18,500,000
Family medicine departments	7,790,000	5,000,000	12,500,000
Physician assistants training	4,724,000	0	4,800,000
Nurse training	52,466,000	14,300,000	66,700,000
Area health education centers	17,920,000	10,000,000	18,000,000
National Health Service Corps	68,152,000	67,174,000	75,000,000
Health research and training			
Mental-health research	174,967,000	177,603,000	196,200,000
Mental-health research training	15,360,000	15,360,000	18,000,000
Mental-health clinical training	21,000,000	0	22,000,000
Drug-abuse research	55,454,000	63,513,000	64,600,000
Drug-abuse research training	891,000	891,000	1,500,000
Alcoholism research	42,866,000	47,835,000	49,000,000
Alcoholism research training	1,086,000	1,086,000	1,500,000
Centers for Disease Control:			
Occupational safety & health research	54,750,000	53,943,000	55,443,000
Occupational safety & health training	8,760,000	0	8,760,000
Health-services research	15,730,000	14,212,000	14,462,000
Arts and humanities			
Institute of Museum Services	20,150,000	11,612,000	21,560,000
National Endowment for the Arts	162,000,000	143,875,000	163,660,000
National Endowment for the Humanities:			
Education programs	19,000,000	16,085,000	18,130,000
Fellowship programs	14,500,000	13,965,000	14,210,000
Research programs	18,400,000	16,500,000	18,620,000
General programs	23,300,000	16,700,000	23,834,000
State programs	21,850,000	16,000,000	21,413,000
Challenge grants	18,000,000	21,000,000	19,600,000
Treasury matching grants	11,500,000	11,000,000	10,780,000
Total N.E.H.	140,000,000	125,475,000	139,478,000
National Archives & Records Service	90,805,000	92,325,000	98,925,000
National Historical Publications and Records Commission	6,467,000	0	4,000,000
Miscellaneous			
VISTA	11,831,000	5,800,000	17,000,000
Corporation for Public Broadcasting*	159,500,000	100,000,000	200,000,000
U.S. Information Agency educational and cultural exchanges	100,000,000	144,864,000	130,000,000
GI Bill education and training	1,253,252,000	994,045,000	994,045,000
Vietnam Era Veterans Education	201,200,000	225,500,000	225,500,000

* Fiscal 1984 appropriation is advance for fiscal 1986. Fiscal 1985 appropriation is advance for fiscal 1987.

Key Education Votes of the 98th Congress: Page 24

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News Summary

Articles on inside pages

Theological scholars agree with Gov. Mario Cuomo of New York and other politicians that moral principles cannot always be translated into public laws. Story on Page 5.

Communications technology is developing so quickly that colleges and universities will be hard put to keep up with it, participants in a recent conference were told. Story on Page 22.

The future of many public radio and television programs could be in jeopardy following President Reagan's veto of a bill authorizing funds for the Corporation for Public Broadcasting. Story on Page 23.

Manuel J. Justiz, director of the National Institute of Education, hopes a new report recommending ways to improve higher education will bolster the image of his agency. Story on Page 23.

Enforcement procedures at the National Association of Intercollegiate Athletics are far more modest than those of the N.C.A.A.—but, then, so are the infractions they investigate. Story on Page 35.

The football program at the University of Florida is facing one of the sternest sets of penalties ever imposed by the N.C.A.A. Story on Page 35.

More than 7,600 faculty members, librarians, and counselors have struck the 80 campuses of Ontario's 22 community colleges. Story on Page 37.

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U.S. College Aid Seen Unaffected by Vote Results

But candidates differ widely on anti-bias enforcement

By **CHERYL M. FIELDS**

WASHINGTON

Whether Ronald Reagan or Walter F. Mondale is elected President next week may make little difference in many types of federal support for higher education. But the two men's differing views on civil-rights enforcement could have a substantial impact on the campuses.

Congress has been consistently more generous in providing money for student aid, research, and other college-aid programs than President Reagan has recommended, thus limiting the effects of his fiscal conservatism.

Mr. Mondale compiled a strong voting record in support of spending on education and health during his years as a Senator from Minnesota and, as the Democratic Party's Presidential candidate, has proposed an $11-billion "strategy for excellence in education" that would provide an extra $3-billion for higher education.

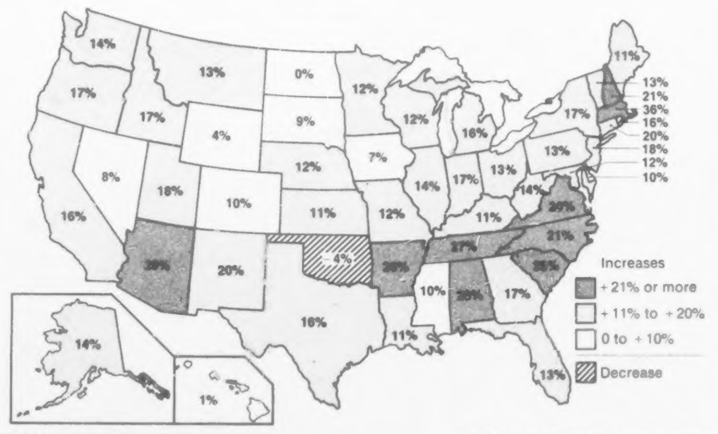
But the need to reduce the federal deficit, which Mr. Mondale has made the keystone of his campaign, and Congress's caution in recent years about embarking on expensive new domestic programs, might make it difficult for him to launch any costly new projects, at least at the outset of his term.

Thus the two men's impact on appropri-

Continued on Page 30, Column 1

HOW STATE SUPPORT HAS CHANGED IN 2 YEARS

Detailed tables begin on Page 16



CHRONICLE MAP BY PETER H. STAFFORD

SOURCE: M.M. CHAMBERS, GWEN B. PRUYNE

States' Tax Funds for Colleges Top $28-Billion, Up 16 Pct. in 2 Years

By **JEAN EVANGELAUF**

State tax appropriations for higher education will top $28-billion this academic year, up 16 per cent over 1982-83.

"This rate of gain is certainly not astronomic, nor is it sufficient for the times; but it is a percentage of gain, not of loss, and does not justify despair," said M. M. Chambers, professor of education at Illinois State University and author of the appropriations report.

Mr. Chambers calculates changes over two years, to even out wide variations that might occur from year to year.

The 16-per-cent increase may mark the beginning of a recovery for tax support of higher education, Mr. Chambers said. Since the late 1970's, the rate of increase has been falling, hitting a low of 11 per cent last year.

Even with high unemployment rates and weaknesses in some major industries, Mr. Chambers is optimistic that state tax revenues will remain strong. Presidential elections "have been followed, more often than not, by a boom or boomlet in economic activities," he said.

Furthermore, many of the "influential reports alleging shortcomings and slippages in the quality and performance of education . . . were candid in declaring the necessary improvements in personnel, management, and facilities would require more money to be invested in schools and schooling than ever before," Mr. Chambers said in the introduction to his annual report.

"Granted that not all the many proposals may be most suitable for their purposes, nevertheless the unprecedented wave of thoughtful discussion, if it can be maintained with its initial momentum, may bring significant positive effects," Mr. Chambers continued.

Largest Gain in Massachusetts

The largest two-year gains among the 50 states were reported in Massachusetts, with a 36-per-cent increase in its tax appropriations for higher education, followed by Arizona with 29 per cent and Tennessee with 27 per cent. At the bottom of the list were Oklahoma, whose appropriations went down 4 per cent; North Dakota, whose appropriations increased less than 1 per cent; and Hawaii, with a 1-per-cent gain.

Edward R. Hines, a colleague of Mr. Chambers' who is director of the Illinois

Continued on Page 18, Column 1

Colleges' Problems with Quality Called Less Severe than Those of Schools

By **MALCOLM G. SCULLY**

WASHINGTON

American colleges and universities suffer from troubling deficiencies but their problems are far less severe than those of the nation's elementary and secondary schools, according to government and education officials who responded last week to a report on the quality of undergraduate education released by the National Institute of Education.

While they welcomed the general approach of the seven-member group that prepared the report, the officials criticized some specific recommendations and said that colleges and universities were already working on many of the problems that the study identified.

"American higher education has the sniffles," said Secretary of Education Terrel H. Bell in describing the report. "It might come down with a bad cold, or even

Continued on Page 20, Column 1

JOHN C. PHILLIPS

At press conference last week, Secretary of Education Terrel H. Bell discusses new report on undergraduate quality.

FACT-FILE

State Appropriations for Higher Education

The following data were compiled by M. M. Chambers of Illinois State University. The full report, including additional footnotes, will be available next month from the National Association of State Universities and Land-Grant Colleges, One Dupont Circle, Washington 20036. The price is $3.50 a copy for nonmembers.

Annual Appropriations

	Appropriations 1984-85 (add 000)	2-year change
ALABAMA		
U of Alabama	$ 162,962	+26%
Auburn U	91,314	+28%
U of South Alabama	31,620	+22%
Jacksonville St U	14,204	+15%
Alabama A&M U	11,147	+11%
Troy St U	12,325	+28%
Alabama St U	10,905	+28%
U of North Alabama	10,716	+30%
U of Montevallo	7,954	+23%
Livingston U	4,789	+16%
Athens St C	2,499	+26%
Community colleges	52,742	+17%
Aid to pvt insts	2,860	15%
Student aid	5,196	n/c
Other appropriations*	81,076	n/c
Total	**$ 502,309**	**+23%**
ALASKA		
U of Alaska	$ 101,310	+23%
Community colleges	50,673	+14%
Other appropriations	14,921	−24%
Total	**$ 166,904**	**+14%**
ARIZONA		
U of Arizona	$ 165,251	+31%
Arizona St U	118,716	+33%
Northern Arizona U	41,973	+25%
Community colleges	47,758	+18%
Other appropriations	3,462	n/c
Total	**$ 377,160**	**+29%**
ARKANSAS		
U of Arkansas	$ 153,535	+23%
Arkansas St U	23,920	+18%
U of Central Arkansas	18,220	+43%
Southern Arkansas U	10,586	+33%
Arkansas Tech U	9,836	+35%
Henderson St U	8,206	+22%
Community colleges	18,807	+31%
Student aid	4,424	+86%
Other appropriations	1,489	n/c
Total	**$ 249,023**	**+26%**
CALIFORNIA		
U of California		
Los Angeles	$ 330,760	+23%
Berkeley	258,127	+23%
Davis	210,088	+21%
San Diego	140,714	+24%
San Francisco	115,447	+16%
Irvine	109,657	+38%
Santa Barbara	98,068	+27%
Riverside	71,205	+25%
Santa Cruz	54,765	+29%
Systemwide	61,947	+121%
Cal St U	1,152,443	+20%
Hastings C of Law	9,138	+27%
Cal Maritime Academy	4,874	+41%
Community colleges	1,099,185	+ 3%
Student aid	90,461	+10%
Postsecondary Ed Commission	2,869	+13%
Total	**$ 3,809,748**	**+16%**
COLORADO		
U of Colorado	$ 141,637	+11%
St Bd of Ag (for Colorado St U, U of Southern Colo, and Ft. Lewis C)	53,788	+11%
U of Northern Colo	21,923	0%
Colo Sch of Mines	8,783	+ 2%
State colleges (Mesa, Metropolitan, Western, Adams St)	37,593	+11%
State comm colls	41,781	+11%
District comm colls	10,198	+ 4%
Occupational ed	21,959	+ 6%
Student aid	22,844	+18%
Veterans' tuition aid	380	−12%
Other appropriations	22,832	n/c
Total	**$ 383,718**	**+10%**
CONNECTICUT		
U of Connecticut	$ 137,603	+22%
State universities	60,847	+17%
Higher Ed Ctr	2,203	+18%
Regional comm colls	37,103	+20%
State tech colls	11,500	+22%
Other appropriations*	53,675	n/c
Total	**$ 302,931**	**+20%**

n/c Not comparable
* Estimated

	Appropriations 1984-85 (add 000)	2-year change
DELAWARE		
U of Delaware	$ 50,712	+13%
Tech and Comm Coll	18,891	+ 1%
Delaware St C	12,762	+15%
Med, vet and dental research	1,683	n/c
Postsecondary Ed Commission	892	+68%
Total	**$ 84,940**	**+10%**
FLORIDA		
U of Florida	$ 247,426	+11%
U of South Florida	110,509	+13%
Florida St U	99,195	+17%
Florida International U	43,624	+16%
U of Central Florida	41,319	+15%
Florida Atlantic U	31,371	+ 8%
Florida A&M U	26,694	+19%
U of West Florida	22,010	+17%
U of North Florida	16,523	+11%
Aid to private insts	10,827	+14%
Community colleges	333,676	+13%
Student aid	10,876	+ 5%
Aid to pvt-coll students	11,900	+25%
Other appropriations	20,705	n/c
Total	**$ 1,026,655**	**+13%**
GEORGIA		
U of Georgia	$ 185,282	n/c
Medical C of Ga	81,998	n/c
Georgia St U	66,744	n/c
Georgia Inst of Tech	61,107	n/c
State colleges		
Georgia Southern	18,184	n/c
West Georgia	14,883	n/c
Valdosta St	12,655	n/c
Columbus	11,419	n/c
Fort Valley St	9,135	n/c
Albany	8,848	n/c
Savannah	8,775	n/c
Kennesaw	8,680	n/c
Georgia	8,287	n/c
Augusta	8,217	n/c
Southern Tech Inst	7,620	n/c
Armstrong St	7,492	n/c
Georgia Southwestern	7,083	n/c
North Georgia	5,690	n/c
Community colleges	50,064	n/c
Aid to Dekalb CC	6,766	n/c
Student aid	1,326	n/c
Other appropriations	21,622	n/c
Total	**$ 611,877**	**+17%**
HAWAII		
U of Hawaii	$ 168,234	+13%
Other appropriations*	45,306	n/c
Less tuition and other revenue*	−25,924	+71%
Total	**$ 187,616**	**+ 1%**
IDAHO		
U of Idaho	$ 45,165	+21%
Boise St U	23,118	+24%
Idaho St U	19,678	+ 9%
Lewis-Clark St C	3,364	+35%
Community colleges	5,136	+17%
Vocational ed	12,394	+ 7%
Student aid	267	0%
Other appropriations	1,001	n/c
Total	**$ 110,123**	**+17%**
ILLINOIS		
U of Illinois	$ 417,365	+16%
Southern Illinois U	140,655	+12%
Northern Illinois U	66,813	+11%
Illinois St U	52,131	+12%
Western Illinois U	36,216	+ 8%
Eastern Illinois U	27,118	+11%
Northeastern Illinois U	21,789	+ 9%
Chicago St U	18,937	+13%
Sangamon St U	14,639	+12%
Governors St U	13,928	+ 5%
Community colleges	170,963	+10%
Student aid	146,575	+17%
Other appropriations*	54,528	n/c
Total	**$ 1,181,657**	**+14%**
INDIANA		
Indiana U	$ 217,770	n/c
Purdue U	149,548	n/c
Ball St U	61,061	n/c
Indiana St U	50,901	n/c
Indiana Voc-Tech C	25,986	n/c
Vincennes U	12,538	n/c
Student aid	24,301	n/c
Other appropriations	3,787	n/c
Total	**$ 545,892**	**+17%**
IOWA		
U of Iowa	$ 137,049	+ 6%
Iowa St U	124,559	+ 6%
U of Northern Iowa	39,358	+ 5%
Board of Regents	466	+ 6%
Area colleges	66,621	+ 2%
Student aid	24,424	+40%
Total	**$ 392,477**	**+ 7%**

	Appropriations 1984-85 (add 000)	2-year change
KANSAS		
U of Kansas	$ 137,314	+ 4%
Kansas St U	78,129	+13%
Wichita St U	34,390	+15%
Emporia St U	16,111	+ 9%
Pittsburg St U	15,653	+ 9%
Fort Hays St U	14,879	+10%
Washburn U of Topeka	4,129	+26%
Kansas Tech Inst	2,893	+20%
Community colleges	25,565	+17%
Student aid	4,729	−11%
Other appropriations*	7,954	n/c
Total	**$ 341,746**	**+11%**
KENTUCKY		
U of Kentucky	$ 168,506	+14%
U of Louisville	84,805	+14%
Eastern Kentucky U	35,225	+ 6%
Western Kentucky U	34,274	+ 8%
Murray St U	26,331	+ 8%
Morehead St U	21,112	+ 8%
Northern Kentucky U	17,823	+10%
Kentucky St U	11,184	+16%
Ky Higher Ed Assist Authority	4,059	−28%
Other appropriations	4,585	n/c
Total	**$ 407,904**	**+11%**
LOUISIANA		
Louisiana St U	$ 318,355	+14%
Southern U	42,295	+ 8%
U of SW Louisiana	35,997	+13%
Louisiana Tech U	25,702	+ 4%
NE Louisiana U	25,309	+ 7%
SE Louisiana U	18,268	− 1%
Northwestern St U	16,895	+ 2%
Nicholls St U	16,706	+ 7%
McNeese St U	17,890	+ 9%
Grambling St U	14,769	+11%
Delgado CC	11,970	+ 2%
Aid to pvt colleges	3,383	+ 2%
Student aid	2,163	+ 8%
Other appropriations	6,085	n/c
Total	**$ 555,787**	**+11%**
MAINE		
U of Maine	$ 64,647	+12%
Maine Maritime Acad	3,146	+11%
Vocational education	12,208	+14%
Student aid	1,594	− 9%
Total	**$ 81,595**	**+11%**
MARYLAND		
U of Maryland	$ 236,620	n/c
State colleges		
Towson	25,160	n/c
Morgan	18,012	n/c
Frostburg	10,814	n/c
Salisbury	9,098	n/c
U of Baltimore	8,757	n/c
Bowie	7,791	n/c
Coppin	7,092	n/c
St Mary's C of Md	4,850	n/c
Trustees	9,125	n/c
Community colleges	77,740	n/c
Aid to pvt colleges	13,231	n/c
Student aid	9,068	n/c
Other appropriations*	46,065	n/c
Total	**$ 483,423**	**+12%**
MASSACHUSETTS		
U of Massachusetts	$ 192,187	+ 9%
U of Lowell	36,057	+26%
Southeastern Mass U	22,476	+14%
State colleges		
Salem	15,655	+10%
Bridgewater	15,132	+14%
Fitchburg	12,573	+ 8%
Westfield	10,373	+13%
Framingham	10,076	+10%
Worcester	9,943	+10%
Mass C of Art	7,255	+73%
Mass Maritime Acad	6,965	− 2%
North Adams	6,909	+ 8%
Community colleges	96,673	+20%
Student aid	50,000	+163%
Other appropriations	149,089	n/c
Total	**$ 641,364**	**+36%**
MICHIGAN		
U of Michigan	$ 204,793	+17%
Michigan St U	182,285	+17%
Wayne St U	124,659	+19%
Western Michigan U	57,685	+16%
Eastern Michigan U	43,278	+16%
Central Michigan U	37,988	+18%
Ferris St C	27,685	+16%
Michigan Tech U	26,980	+17%
Northern Michigan U	26,787	+17%
Oakland U	24,902	+17%
Grand Valley St C	16,750	+18%
Saginaw Valley St C	8,750	+17%
Lake Superior St C	7,238	+15%
Community colleges	159,307	+16%
Student aid	55,195	+ 4%
Other appropriations	1,580	n/c
Total	**$ 1,005,862**	**+16%**

	Appropriations 1984-85 (add 000)	2-year change
MINNESOTA		
U of Minnesota	$ 302,873	+15%
State universities	104,783	+ 8%
Area voc-tech institutions	106,193	+ 3%
Community colleges	52,779	+16%
Mayo Medical School	1,205	− 7%
Student aid	56,732	n/c
Other appropriations	2,314	n/c
Total	**$ 626,879**	**+12%**
MISSISSIPPI		
U of Mississippi	$ 75,207	+ 6%
Mississippi St U	67,502	+13%
U of S Mississippi	34,253	+14%
Jackson St U	17,065	+11%
Delta St U	10,218	+15%
Miss U for Women	8,270	+ 2%
Alcorn St U	8,593	+ 9%
Miss Valley St U	7,231	+ 6%
Vocational education	38,413	+12%
Community colleges	48,609	+21%
Student aid	1,784	+12%
Other appropriations	9,263	n/c
Total	**$ 326,408**	**+10%**
MISSOURI		
U of Missouri	$ 200,007	+ 9%
SW Missouri St U	27,815	+14%
Central Missouri St U	21,189	+ 6%
SE Missouri St U	19,092	+10%
NE Missouri St U	15,108	+10%
NW Missouri St U	11,655	+ 8%
Missouri Western St C	8,183	+14%
Missouri Southern St C	7,678	+19%
Lincoln U	7,237	+17%
Harris-Stowe C	3,269	+11%
Community colleges	43,345	+15%
Student aid	9,194	+21%
Other appropriations*	28,050	n/c
Total	**$ 401,822**	**+12%**
MONTANA		
U of Montana	$ 27,396	+ 4%
Montana St U	42,214	+10%
Eastern Montana C	10,790	+18%
Northern Montana C	6,275	+31%
Western Montana C	2,970	+13%
C of Min Sci & Tech	9,239	+36%
Community colleges	3,245	+23%
Student aid	4,431	+18%
Other appropriations	802	n/c
Total	**$ 107,362**	**+13%**
NEBRASKA		
U of Nebraska	$ 163,816	+11%
State colleges		
Kearney St C	10,863	+18%
Wayne St C	6,081	+13%
Chadron St C	5,710	+13%
Peru St C	3,276	+13%
System office	215	−55%
Technical comm colls	23,089	+19%
Coordinating Comm	166	+23%
Total	**$ 213,216**	**+12%**
NEVADA		
U of Nevada		
Reno	$ 34,112	+ 5%
Las Vegas	21,854	+14%
Community colleges	13,750	+ 6%
Other appropriations	7,792	n/c
Total	**$ 77,508**	**+ 8%**
NEW HAMPSHIRE		
U of New Hampshire	$ 24,536	+26%
Keene St C	4,361	+17%
Plymouth St C	4,502	+28%
Merrimack Valley C	920	+144%
School for Lifelong Learning	288	+10%
Postsecondary Ed Commission	981	+12%
Technical colleges	7,042	+ 8%
Total	**$ 42,630**	**+21%**
NEW JERSEY		
Rutgers U	$ 156,495	+16%
U of Medicine & Dentistry of NJ	90,052	+ 4%
NJ Inst of Tech	20,212	+15%
State colleges		
Montclair	22,875	+18%
Paterson	21,357	+19%
Trenton	20,830	+20%
Kean	19,607	+18%
Glassboro	19,015	+18%
Jersey City	17,594	+16%
Richard Stockton	10,887	+16%
Ramapo	10,015	+17%
Thomas A Edison St C	1,712	+35%
Aid to county colleges	67,708	+21%
Aid to pvt colleges	12,795	+17%
Student aid	64,987	+14%
Other appropriations	29,910	n/c
Total	**$ 586,051**	**+18%**

in 1984-85 and Changes over 2 Years

	Appropriations 1984-85 (add 000)	2-year change
NEW MEXICO		
U of New Mexico	$ 98,221	+15%
New Mexico St U	63,896	+18%
E New Mexico U	20,637	+18%
NM Inst of Min & Tech	11,056	+26%
NM Highlands U	9,837	+22%
W New Mexico U	5,731	+29%
N New Mexico CC	3,685	+15%
Santa Fe CC	1,705	n/c
San Juan CC	397	+17%
NM Junior C	432	+28%
Other appropriations	5,258	n/c
Total	**$ 220,855**	**+20%**
NEW YORK		
SUNY centers		
Stony Brook	$ 196,904	+24%
Buffalo	147,533	+15%
Albany	68,882	+ 8%
Binghamton	46,990	+13%
SUNY medical ctrs		
Downstate	110,960	+23%
Upstate (Syracuse)	89,951	+25%
SUNY colleges		
Buffalo	36,172	+ 9%
Brockport	30,233	+ 1%
Oswego	27,888	+ 5%
New Paltz	24,544	+14%
Oneonta	22,560	+ 3%
Cortland	21,997	+ 6%
Plattsburgh	21,538	+ 9%
Potsdam	19,938	+ 3%
Fredonia	19,948	+ 9%
Geneseo	20,303	+ 5%
Purchase	17,844	+12%
Old Westbury	13,969	+17%
Statutory colleges		
Cornell U	83,042	+23%
Ceramics at Alfred U	5,063	+21%
Specialized colleges		
Environmental Science & Forestry	15,474	+15%
Empire State	11,566	+19%
Technology	9,072	+12%
Maritime	7,266	+ 9%
Optometry	8,674	+16%
Ag & tech colleges		
Farmingdale	24,838	+15%
Alfred	15,944	+ 9%
Cobleskill	11,060	+ 4%
Morrisville	10,725	+ 7%
Delhi	10,131	+ 9%
Canton	8,966	+ 7%
SUNY-wide programs	145,503	+57%
Aid to CUNY	419,437	+20%
Community colleges	227,071	+20%
Private colleges	132,455	+ 5%
Student aid	402,569	n/c
Other appropriations	286,945	n/c
Less student fees and other income	−417,545	+42%
Total	**$ 2,356,410**	**+17%**
NORTH CAROLINA		
U of North Carolina		
Chapel Hill	$ 201,808	+17%
Greensboro	34,071	+15%
Charlotte	30,327	+20%
Wilmington	17,444	+23%
Asheville	7,993	+33%
North Carolina St U	154,883	+25%
East Carolina U	77,004	+25%
Appalachian St U	32,074	+16%
NC A&T St U	22,442	+14%
Western Carolina U	21,253	+14%
NC Central U	19,119	+17%
Winston-Salem St U	10,202	+20%
Fayetteville St U	9,660	+20%
Pembroke St U	7,748	+14%
Elizabeth City St U	7,384	+ 9%
NC Sch of the Arts	5,345	+14%
Community colleges and tech insts	256,571	+26%
Other appropriations	45,015	n/c
Total	**$ 960,343**	**+21%**
OHIO		
Ohio St U	$ 213,514	+ 7%
U of Cincinnati	97,300	+17%
Kent St U	47,109	+ 8%
U of Akron	49,936	+16%
Ohio U	46,754	+15%
Bowling Green St U	41,918	+ 7%
U of Toledo	41,601	+13%
Wright St U	40,621	+16%
Cleveland St U	38,428	+ 8%
Miami U	35,447	+13%
Youngstown St U	29,009	+11%
Medical C of Ohio	19,300	+24%
Northeastern Med C	9,820	+ 5%
Central St U	10,420	+18%
Case Western Res U med & dental	6,307	−10%
Community colleges	60,591	+13%
Technical colleges	58,449	+21%
U branches	32,432	+ 3%
Other appropriations	75,904	n/c
Total	**$ 954,860**	**+13%**

	Appropriations 1984-85 (add 000)	2-year change
OKLAHOMA		
U of Oklahoma	$ 103,607	− 6%
Oklahoma St U	96,801	− 6%
Central St U	20,308	− 6%
Northeastern St U	13,055	− 5%
Southwestern St U	10,976	− 6%
Cameron U	9,343	− 6%
Southeastern St U	8,467	− 6%
East Central St U	8,157	− 6%
Okla C of Osteo Med	6,025	− 6%
Langston U	4,372	− 6%
Northwestern St U	3,857	− 7%
Okla Panhandle St U	3,525	− 6%
U of Science & Arts	3,432	− 8%
Community colleges	63,187	− 6%
Student aid	6,681	n/c
Other appropriations	5,824	n/c
Total	**$ 367,617**	**− 4%**
OREGON		
Oregon St U	$ 67,256	+20%
Health Sciences U	47,302	+10%
U of Oregon	39,369	+24%

	Appropriations 1984-85 (add 000)	2-year change
OREGON—Continued		
Portland St U	27,092	+21%
Southern Oregon St C	8,966	+17%
Western Oregon St C	7,616	+10%
Oregon Inst of Tech	7,662	+15%
Eastern Oregon St C	5,444	+19%
Community colleges	54,190	+16%
Student aid	9,456	+15%
Other appropriations	7,130	n/c
Total	**$ 281,483**	**+17%**
PENNSYLVANIA		
Pennsylvania St U	$ 162,700	+13%
Temple U	98,902	+14%
U of Pittsburgh	87,232	+12%
Lincoln U	6,719	+51%
State University System		
Indiana U of Pa	35,240	+11%
West Chester U	25,063	+11%
Bloomsburg U	19,153	+ 8%
Millersville U	18,876	+ 9%
Slippery Rock U	17,921	+10%
Edinboro U	17,826	+ 8%

	Appropriations 1984-85 (add 000)	2-year change
PENNSYLVANIA—Continued		
State University System—Continued		
Shippensburg St U	17,443	+ 6%
Clarion U	17,318	+ 6%
Kutztown U	16,757	+ 9%
California U	15,885	+ 6%
East Stroudsburg U	14,195	+ 6%
Cheyney U	11,264	+ 9%
Mansfield U	10,958	+ 6%
Lock Haven U	10,577	+ 6%
Pvt, state-aided insts		
U of Pennsylvania	26,355	+15%
Thomas Jefferson U	6,641	+ 9%
Drexel U	4,412	+ 8%
Philadelphia C of Osteopathic Med	4,229	+11%
Hahnemann Med U	4,112	+11%
Med C of Pa	2,594	+10%
Pa C of Optometry	968	+ 7%
Pa C Podiatric Med	794	+ 7%

Continued on Following Page

How the States Rank on 7 Scales

	1984-85 appropriations (a)		Appropriations per capita (b)		Approp. per $1,000 of personal income (c)		2-year change (d)		10-year change (e)		2-year change less inflation (f)		10-year change less inflation (g)	
	Amount	Rank	Amount	Rank	Amount	Rank	Per cent	Rank	Per cent	Rank	Per cent	Rank	Per cent	Rank
Alabama	$ 502,309,000	19	$127.75	22	$13.73	9	+23%	6	+184%	13	+15%	6	+ 34%	13
Alaska	166,904,000	39	366.02	1	20.26	1	+14%	26	+363%	1	+ 6%	26	+119%	1
Arizona	377,160,000	27	128.50	21	11.94	17	+29%	2	+147%	26	+21%	2	+ 17%	26
Arkansas	249,023,000	33	107.43	35	11.93	18	+26%	4	+202%	8	+18%	4	+ 43%	8
California	3,809,748,000	1	153.08	7	11.42	24	+16%	19	+179%	14	+ 9%	19	+ 32%	14
Colorado	383,718,000	26	123.90	25	9.57	34	+10%	43	+130%	31	+ 3%	43	+ 9%	31
Connecticut	302,931,000	31	97.00	41	6.48	48	+20%	10	+124%	34	+12%	10	+ 6%	34
Delaware	84,940,000	45	141.33	11	11.07	25	+10%	41	+128%	32	+ 3%	41	+ 8%	32
Florida	1,026,655,000	5	97.02	40	8.29	41	+13%	28	+149%	24	+ 6%	28	+ 18%	24
Georgia	611,877,000	14	108.09	34	10.28	29	+17%	16	+158%	20	+10%	16	+ 22%	20
Hawaii	187,616,000	38	193.82	3	15.14	7	+ 1%	48	+165%	18	− 5%	48	+ 25%	18
Idaho	110,123,000	40	112.03	29	11.65	21	+17%	14	+119%	39	+10%	14	+ 4%	39
Illinois	1,181,657,000	4	103.20	37	8.29	40	+14%	25	+ 89%	47	+ 6%	25	− 10%	47
Indiana	545,892,000	18	99.74	39	9.51	35	+17%	18	+121%	38	+ 9%	18	+ 4%	38
Iowa	392,477,000	25	135.20	14	12.62	14	+ 7%	46	+138%	29	0%	46	+ 12%	29
Kansas	341,746,000	29	142.57	10	11.51	22	+11%	39	+170%	17	+ 4%	39	+ 28%	17
Kentucky	407,904,000	23	110.87	32	11.69	20	+11%	38	+141%	28	+ 4%	38	+ 14%	28
Louisiana	555,787,000	17	126.11	24	12.19	16	+11%	40	+200%	10	+ 4%	40	+ 42%	10
Maine	81,595,000	46	71.83	49	7.23	46	+11%	37	+ 86%	48	+ 4%	37	− 12%	48
Maryland	483,423,000	20	113.64	26	8.64	37	+12%	36	+131%	30	+ 5%	36	+ 9%	30
Massachusetts	641,364,000	11	111.50	30	8.39	39	+36%	1	+206%	7	+27%	1	+ 45%	7
Michigan	1,005,862,000	6	111.05	31	9.67	33	+16%	20	+ 92%	45	+ 9%	20	− 9%	45
Minnesota	626,879,000	12	151.31	9	12.70	13	+12%	35	+155%	21	+ 5%	35	+ 21%	21
Mississippi	326,408,000	30	127.25	23	15.58	5	+10%	42	+150%	22	+ 3%	42	+ 18%	22
Missouri	401,822,000	24	81.13	46	7.37	44	+12%	34	+103%	43	+ 5%	34	− 4%	43
Montana	107,362,000	42	132.22	18	13.22	11	+13%	31	+202%	9	+ 5%	31	+ 43%	9
Nebraska	213,216,000	37	134.52	15	11.91	19	+12%	32	+150%	23	+ 5%	32	+ 18%	23
Nevada	77,508,000	47	88.18	43	6.99	47	+ 8%	45	+161%	19	+ 1%	45	+ 23%	19
New Hampshire	42,630,000	49	44.69	50	3.70	50	+21%	8	+123%	36	+13%	8	+ 5%	36
New Jersey	586,051,000	15	78.73	48	5.56	49	+18%	12	+102%	44	+10%	12	− 4%	44
New Mexico	220,855,000	35	159.81	6	16.37	3	+20%	9	+260%	4	+12%	9	+ 70%	4
New York	2,356,410,000	3	133.59	16	10.27	30	+17%	15	+103%	42	+10%	15	− 4%	42
North Carolina	960,343,000	8	160.70	5	16.13	4	+21%	7	+175%	15	+13%	7	+ 30%	15
North Dakota	108,725,000	41	162.52	4	13.70	10	0%	49	+243%	6	− 6%	49	+ 62%	6
Ohio	954,860,000	9	88.96	42	7.92	43	+13%	30	+147%	25	+ 6%	30	+ 17%	25
Oklahoma	367,617,000	28	112.63	27	10.17	31	− 4%	50	+247%	5	−10%	50	+ 64%	5
Oregon	281,483,000	32	105.82	36	9.85	32	+17%	17	+117%	40	+ 9%	17	+ 2%	40
Pennsylvania	985,049,000	7	82.90	45	7.23	45	+13%	29	+ 72%	50	+ 6%	29	− 19%	50
Rhode Island	105,279,000	43	110.82	33	9.44	36	+16%	22	+124%	35	+ 8%	22	+ 6%	35
South Carolina	451,041,000	22	140.99	12	15.04	8	+25%	5	+122%	37	+17%	5	+ 5%	37
South Dakota	58,247,000	48	84.05	44	8.45	38	+ 9%	44	+ 81%	49	+ 2%	44	− 15%	49
Tennessee	475,260,000	21	101.92	38	10.62	27	+27%	3	+173%	16	+19%	3	+ 29%	16
Texas	2,364,774,000	2	151.81	8	12.87	12	+16%	21	+343%	2	+ 9%	21	+110%	2
Utah	226,207,000	34	140.33	13	15.54	6	+18%	13	+199%	11	+10%	13	+ 41%	11
Vermont	41,740,000	50	79.51	47	7.96	42	+13%	27	+107%	41	+ 6%	27	− 2%	41
Virginia	707,867,000	10	131.40	19	10.53	28	+20%	11	+192%	12	+12%	11	+ 38%	12
Washington	566,476,000	16	133.54	17	10.82	26	+14%	24	+125%	33	+ 6%	24	+ 6%	33
West Virginia	220,069,000	36	112.05	28	12.23	15	+14%	23	+147%	27	+ 7%	23	+ 17%	27
Wisconsin	617,958,000	13	130.10	20	11.46	23	+12%	33	+ 90%	46	+ 5%	33	− 10%	46
Wyoming	100,780,000	44	197.61	2	16.45	2	+ 4%	47	+315%	3	− 3%	47	+ 96%	3
Total U. S.	**$28,003,627,000**		**$120.88**		**$10.28**		**+15%**		**+146%**		**+ 8%**		**+ 17%**	

Note: Percentages shown are rounded. Rankings are based on unrounded figures.

(a) Reported by M. M. Chambers of Illinois State University as state tax funds appropriated for operating expenses and scholarship programs for higher education. Amount of appropriations may be reduced later in some states because of shortfall in revenues. Not included are appropriations for capital outlay or money from sources other than state taxes, such as student fees. Included are appropriations for annual operating expenses even if appropriated to some other agency of the state for ultimate allocation to institutions of higher education. Also included are state tax funds appropriated for scholarships and statewide governing or coordinating boards.

(b) State appropriations divided by the U. S. Census Bureau's civilian population estimates for 1983.

(c) State appropriations divided by personal income, in thousands of dollars, reported by the U. S. Commerce Department for 1983.

(d) Increase in appropriations for 1984-85 over 1982-83, as reported by M.M. Chambers.

(e) Increase in appropriations for 1984-85 over 1974-75, as reported by M.M. Chambers.

(f) Two-year increase in appropriations adjusted for inflation of 6.9 per cent, as indicated by the Labor Department's Consumer Price Indexes for June, 1984, and June, 1982.

(g) Ten-year increase in appropriations adjusted for inflation of 111.5 per cent, as indicated by the Labor Department's Consumer Price Indexes for June, 1984, and June, 1974.

FACT-FILE—Continued

State Appropriations for Higher Education

	Appropriations 1984-85 (add 000)	2-year change
PENNSYLVANIA—Continued		
Pvt, state-aided insts—Continued		
Philadelphia C of Art	479	+ 4%
Philadelphia C of Textiles & Science	421	+ 4%
Del Valley Sci & Ag	319	+ 4%
Philadelphia C of Performing Arts	111	+ 4%
Community colleges	71,300	+49%
Higher Ed Assistance Authority	85,757	+7%
Other appropriations	172,528	n/c
Total	**$ 985,049**	**+13%**
RHODE ISLAND		
U of Rhode Island	$ 51,893	+17%
Rhode Island C	23,820	+12%
CC of Rhode Island	18,685	+13%
Student aid	8,383	+13%
Other appropriations	2,498	n/c
Total	**$ 105,279**	**+16%**
SOUTH CAROLINA		
U of South Carolina	$ 122,007	+24%
Clemson U	84,617	+29%
Med U of SC	85,340	+22%
South Carolina St C	17,596	+34%
Winthrop C	15,163	+27%
C of Charleston	15,595	+37%
Citadel Military C of SC	11,486	+27%
Francis Marion C	8,093	+39%
Lander C	6,052	+44%
Comm on Higher Ed	1,805	+10%
Aid to pvt-coll students	13,133	+ 5%
Tech and comprehensive ed	70,154	+24%
Total	**$ 451,041**	**+25%**
SOUTH DAKOTA		
U of South Dakota	$ 16,478	− 1%
South Dakota St U	21,034	+10%
SD Sch of Mines & Tech	5,390	+15%
Northern St C	4,135	+10%
Black Hills St C	3,154	+ 5%
Dakota St C	3,251	+70%
Student aid	180	−27%
Other appropriations	4,625	n/c
Total	**$ 58,247**	**+ 9%**
TENNESSEE		
U of Tennessee	$ 210,115	n/c
Memphis St U	44,671	n/c
TENNESSEE—Continued		
East Tennessee St U	29,803	n/c
Middle Tenn St U	23,912	n/c
Tennessee Tech U	21,028	n/c
Tennessee St U	16,741	n/c
Austin Peay St U	10,124	n/c
Community colleges	51,666	n/c
State tech insts	22,906	n/c
Other appropriations	44,294	n/c
Total	**$ 475,260**	**+27%**
TEXAS		
U of Texas		
Austin	$ 205,924	+22%
Med Branch Galveston	167,990	+ 9%
System Cancer Ctr	107,342	+ 9%
Health Sci Ctrs		
Houston	86,947	+12%
San Antonio	73,074	+ 7%
Dallas	62,482	+ 5%
Tyler	13,677	− 9%
Arlington	53,786	+19%
El Paso	33,623	+ 6%
Dallas	25,133	+19%
San Antonio	24,773	+20%
Tyler	7,470	+37%
Permian Basin	7,514	+17%
Other	5,208	n/c
Texas A&M U	286,226	+21%
Texas Tech U	121,063	+ 9%
U of Houston	130,242	+20%
Texas St U System	81,484	+13%
E Texas St U	26,612	+ 5%
U System of S Texas	27,637	+14%
North Texas St U	73,634	+18%
Texas St Tech Inst	42,589	+27%
Texas Woman's U	31,417	+13%
Lamar U	31,781	+19%
Stephen Austin St U	27,414	+19%
Texas Southern U	28,656	+ 8%
Pan American U	22,219	+12%
West Texas St U	16,111	+ 8%
Midwestern St U	10,663	+23%
Community colleges	449,940	+23%
Aid to pvt-coll students	20,786	+ 9%
Baylor med & dental	44,351	+12%
Other appropriations	17,005	n/c
Total	**$ 2,364,774**	**+16%**
UTAH		
U of Utah	$ 101,937	+17%
Utah St U	52,171	+18%
Weber St C	27,274	+18%
UTAH—Continued		
Utah Tech C	20,574	+25%
Southern Utah St C	8,213	+17%
Community colleges	12,853	+19%
Other appropriations	3,185	n/c
Total	**$ 226,207**	**+18%**
VERMONT		
U of Vermont	$ 22,437	+11%
Vermont St colleges	10,789	+12%
Student aid	8,455	+21%
Other appropriations	58	n/c
Total	**$ 41,740**	**+13%**
VIRGINIA		
Virginia Polytech Inst and St U	$ 115,808	+16%
Va Commonwealth U	115,245	+19%
U of Virginia	108,834	+16%
Old Dominion U	33,864	+19%
C of William and Mary	27,996	+ 8%
George Mason U	31,108	+29%
James Madison U	20,179	+11%
Norfolk St U	17,954	+22%
Radford U	13,630	+19%
Virginia St U	13,314	+33%
Longwood C	6,998	+19%
Mary Washington C	6,967	+21%
Virginia Military Inst	6,275	+11%
Christopher Newport C	6,252	+22%
Community colleges	127,660	+15%
Student aid	28,000	n/c
Other appropriations	27,583	n/c
Total	**$ 707,867**	**+20%**
WEST VIRGINIA		
West Virginia U	$ 98,632	+18%
Marshall U	27,229	+18%
Fairmont St C	8,153	+10%
W Va Inst of Tech	7,264	+11%
West Virginia St C	7,057	+ 9%
West Liberty St C	6,193	+ 8%
Shepherd C	5,345	+13%
Concord C	4,929	+10%
W Va C of Grad Studies	4,233	+ 7%
Glenville St C	4,187	+10%
West Virginia Sch of Osteopathic Med	4,105	+14%
Bluefield St C	3,912	+11%
Community colleges	9,632	+ 9%
Student aid	4,210	n/c
Other appropriations*	24,988	n/c
Total	**$ 220,069**	**+14%**
WISCONSIN		
U of Wisconsin System	$ 514,392	+11%
Voc, Tech, Adult Ed Sys	71,480	+ 7%
Med Coll of Wis	6,451	0%
Higher Ed Aids Board	25,635	+84%
Total	**$ 617,958**	**+12%**
WYOMING		
U of Wyoming	$ 71,757	+ 5%
Community colleges	29,023	0%
Total	**$ 100,780**	**+ 4%**

Biennial Appropriations

	Appropriations 1983-85 (add 000)	2-year change
NORTH DAKOTA		
North Dakota St U	$ 81,245	+ 2%
U of North Dakota	78,534	+ 3%
St Sch of Science	18,120	− 5%
Minot St C	11,705	−16%
Dickinson St C	8,506	+ 4%
Valley City St C	6,824	0%
Mayville St C	5,842	− 2%
Community colleges	6,275	+ 3%
Aid to pvt-coll students	400	+ 0%
Total	**$ 217,451**	**0%**
WASHINGTON		
U of Washington	$ 337,373	+31%
Washington St U	200,037	+18%
Western Washington U	56,829	+ 5%
Eastern Washington U	55,896	+ 5%
Central Wash U	48,040	+ 3%
Evergreen St C	25,332	+10%
Community colleges	381,219	+ 3%
Student aid	24,716	+23%
Other appropriations	3,511	n/c
Total	**$ 1,132,953**	**+14%**

Note: Some totals may be inconsistent with itemized figures because of rounding
n/c Not comparable
* Estimated

State Tax Funds for Colleges in 1984-85 Top $28-Billion, Up 16 Pct. in 2 Years

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State University Center for Higher Education, said the appropriations patterns reflected diverse financial conditions and priorities among the states.

"Massachusetts, which had financial difficulties in the past, is making a proportionately larger effort for higher education this year," he said. "Some states, like Tennessee and South Carolina, have had a history of a lower level of support, and now they're making a major effort that will probably be sustained over a number of years. Some states may be having problems now because revenues have lagged."

Mr. Hines noted that of the 13 states with the largest two-year gains, half are in the Sunbelt and three are in New England. "The gains in New England clearly demonstrate the economic resurgence that is occurring in that region," he said.

He also noted that half of the top 13 states had increased taxes of one sort or another in the last few years.

Only Tax Funds Included

The figures represent state tax funds appropriated for operating expenses. Excluded are capital outlays and money from student fees and federal and local governments. The figures include money for governing boards and student financial aid, direct appropriations for private colleges and universities, and money destined for higher education that is appropriated to other state agencies.

One of the strengths of the Chambers report is its timeliness. "That is of great use to people like myself who have to go to state legislators who don't care what the figures were three years ago," said William Pickens, director of fiscal affairs of the California Postsecondary Education Commission. Furthermore, the study has "longitudinal integrity," he said. This year's study is the twenty-sixth in the Chambers series.

The data are limited, however, because revenue from local taxes and from tuition and fees are excluded, Mr. Pickens said.

In some states, community colleges are financed through local property taxes. And in many states, student fees offset some of the appropriations. "To answer the question 'What is the overall resource level?' you have to include local support and tuition and fees," Mr. Pickens said.

"As long as times are relatively normal in terms of the economy, state appropriations are an adequate measure, but in hard times, institutions raise fees and that offsets appropriations," he said.

For example, Mr. Pickens said, when property taxes in California were cut following the voters' approval in 1978 of an initiative known as Proposition 13, community colleges lost $400-million. The state replaced $260-million of that loss with general funds. "As a result, our state appropriations went off the board," he said. "We had the highest increase ever. But the actual money the colleges received went down."

In California, the two-year gain of 16 per cent is "a good appraisal of the increased investment in higher education in 1984-85," Mr. Pickens said. "In 1984 we had an enormous recovery of revenue. The California economy is booming."

Oklahoma's Decrease

Edward J. Coyle, senior vice-chancellor for fiscal affairs in the office of the Oklahoma State Regents for Higher Education, said tax revenues had declined because the state has not recovered fully from the recession.

"We're kind of behind the rest of the country on many things, from hippie dress to economic activity," he said. "1978 to 1982 were our booming years. The state economy was stimulated by oil and gas activity, and our revenues are tied to those extractive industries."

Appropriations for higher education in Oklahoma were cut during the last two academic years, and are up only slightly this year, Mr. Coyle said. "We increased enrollment fees in the fall of '82, '83, and '84, and the appropriations reduction was offset to some extent, though there was still some reduction," he said.

Nationwide, appropriations increased 148 per cent from 1974-75 to 1984-85; adjusted for inflation, the increase was 17 per cent. The national two-year change was 8 per cent after taking inflation into account.

When calculated on a per-capita basis, appropriations range from a high of $366.02 in Alaska to a low of $44.69 in New Hampshire. Nationwide, the per-capita appropriation was $120.88.

The average appropriation per $1,000 of personal income was $10.28. States ranking high on this measure, which takes into account differences in wealth, were Alaska with $20.26, Wyoming with $16.45, and New Mexico with $16.37.

The figures for institutions in Georgia, Indiana, Maryland, and Tennessee are not comparable over two years because of changes in the reporting of fringe benefits and also, in the case of Indiana, because some 1982-83 appropriations were withheld until the following year.

8.8 Pct. of State Funds

In a related study, the National Center for Education Statistics reported that in fiscal 1981-82, the latest year for which figures are available, higher-education expenditures accounted for about 8.8 per cent of state and local government spending, or about $38-billion.

Those figures are based on data from the Census Bureau, which uses a broader definition of spending than Mr. Chambers does.

The full Chambers report, *Appropriations of State Tax Funds for Operating Expenses of Higher Education, 1984-85*, will be available next month from the National Association of State Universities and Land-Grant Colleges, One Dupont Circle, Washington 20036. It is free to association members and $3.50 to others.